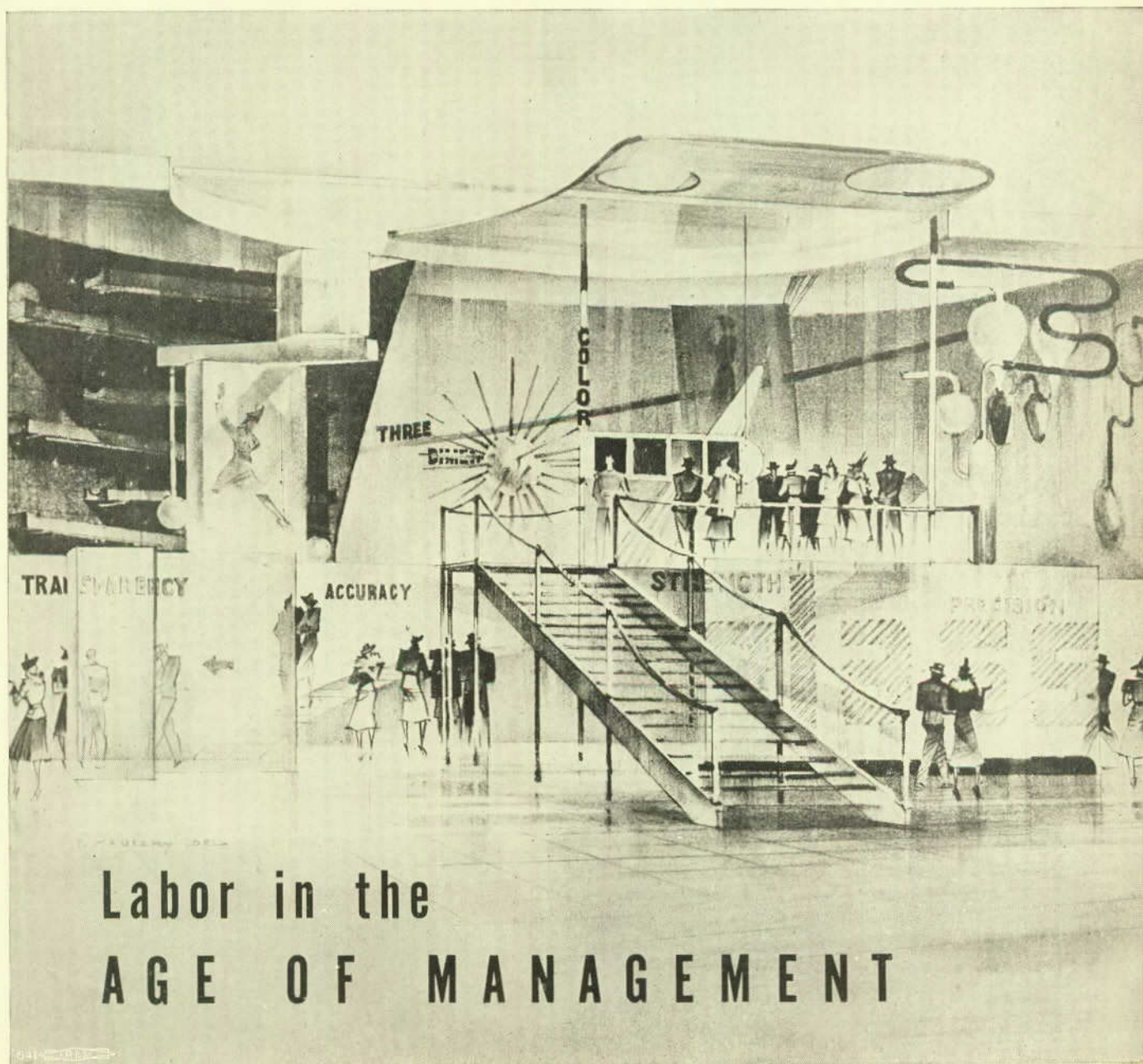
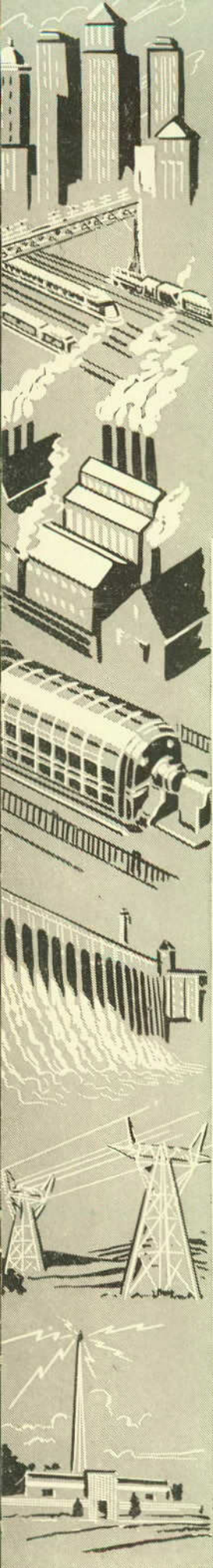


THE JOURNAL OF ELECTRICAL WORKERS AND OPERATORS



Labor in the
AGE OF MANAGEMENT

VOL. XLIII

WASHINGTON, D. C.

JULY, 1944

NO. 7

RECORDING • THE • ELECTRICAL • ERA

ON EVERY JOB

There's a Laugh or Two!

Brother Glick sends us this contribution which he says is the Shipworkers' Theme Song:

WE ARE ALL IN THE SAME BOAT

First verse

From bulkhead to bulkhead at starboard and port

In turrets, on deck above and those below—
From stem to stern on the fore and aft
Our skill and loyalty hand-in-hand go!

Chorus

We are all in the same boat,
Inspired by enthusiasm we near our goal,
We are all in the same boat,
Devoted to our cause—heart and soul.
We have a job to do
And mean to do it

It's up to me and to you
To brace up and go to it.
We'll continue to build 'em
With armor to shield 'em
Our Navy's schedule we'll continue to meet
And ours shall remain the mightiest fleet!

Second verse

We forge into shape the ship's flawless steel,
Install all engines and boilers within sight;
We construct all bulkheads from mast to keel,
And wire all equipment for power and light.

A Bit 'o Luck,

ABE GLICK,

L. U. No. 3.

FORTY-FOURTH ANNIVERSARY OF BROTHER HERMAN DEROLPH, L. U. NO. 39

He is an active member, the kind that would
be missed,
And not one just contented to be upon the
list;

He's a symbol of the purest, truest blue,
One of the finest union men I ever knew.
He always takes an active part and mingles
with the flock,

He doesn't stay at home to criticize and
knock.
If something's scheduled, that he has heard
about

He jumps right in there and tries to help
us out.

He always takes time to visit a Brother who
is sick,
He doesn't leave work to just a few, and
talk about the clique.

He is an active member, the kind that would
be missed,
And not one just contented to be upon the
list.

JOHN F. MASTERSON,

L. U. No. 39.

SENTENCE—ELECTROCUTION?

A police officer dragged a man into court
and the presiding judge asked him the fol-
lowing questions:

Judge: "Your name?"

Drunk: "Spark is my name."

Judge: "Your occupation?"

Drunk: "Electrician."

Judge to arresting officer: "What are the
charges against this man?"

Officer: "Your honor, he is charged with
battery."

Judge, after some thumb tapping: "Officer,
put this man into a DRY CELL."

GUENTER W. HARRICH,

L. U. No. 6.

TOO GOOD

A keen-eyed electrical foreman at the
Hercules Power Plant walked over to a group
of ex-R.E.A. wiremen who were setting a
power panel. He squinted upwards and asked,
"Is that riser plumb?"

"Certainly," replied one of the men.

The foreman pulled a small level from his
pocket and held it against the conduit while
the man looked over his shoulder. The bubble
sidled over to one side of the glass. "See
that?" said the wireman. "It's over plumb!"

MARSHALL LEAVITT,

L. U. No. 124.

* * *

THE MECHANICS

Their wives used to beg them on pay day,

"Please don't stop at Tony's tonight,
Don't give me the blues, the kids need new
shoes,

And my only coat is a sight."

The men would assure them, "Don't worry,

I'm coming straight home, I'm all in."

After work, in a flurry, into Tony's they'd
hurry,
And then overtime would begin.

They would argue on running the nation,

On sweethearts and wives and inflation,
They'd sing and they'd weep, and at 3 a. m.
creep

Back home to explain their temptation.

But then like a bolt from the blue,

The Japs over Pearl Harbor flew,
Every man joined the fight, manpower grew
light,

And I'm pretty sure Tony went, too.

And then all the wives went to schools

And began to use rivets and tools,
They donned tailored slacks and shirts made
like sacks

And started in learning new rules.

They had to buck keen opposition,

The men didn't like them that way,
But they took off their silk, and with more
of their ilk

At last got a journeyman's pay.

MAE M. KELLEHER,

Wife of Patrick J. Kelleher.

L. U. No. 277.

* * *

WHY NOT HANDLE A WOMAN ELECTRICALLY?

If she is willing to come half way. Meter.

If she will come all the way. Receiver.

If she wants to go still farther. Dispatcher.

If she gets too excited. Controller.

If she talks too long. Interrupter.

If she picks your pocket. Detector.

If her way of thinking is not yours. Converter.

If she sings unharmoniously. Tuner.

If she is hungry. Feeder.

If she gossips too much. Regulator.

If she is wrong. Rectifier.

If she is a poor cook. Discharger.

CHARLES J. MAUNSELL,

L. U. No. 316.

REGISTER AND VOTE

In this hour of national peril every person
should bear in mind

The nation in which they live is their earthly
shrine

And should be responsible for its conduct and
laws

And never carelessly be disfranchised—be an
asset, not a vagrant to the cause.

Our fighting men may not have the right to
vote on election day.

The home front must be kept sublime, so
register right away,

And on election day get your name on the
dotted line.

When the war is over, a new economy may
appear.

No definite statement can be made of the
kind or brand; that's clear,

Or as to the tenure of the conflict or the
duration of the truce,

But society must be relieved of the past and
present economic abuse.

And regardless of those not committed to do
their share,

And who persist in selfish enterprise and
preach despair,

We are in this war, with every hope to win,
And are well aware of the supreme sacrifice
we are to pay

In economic waste, in sweat, and tears, and
blood, and men.

That civilization shall not perish from this
cause some future day,

For society is entitled to a lasting peace, and
a democracy that shall endure.

All should register and vote and remove the
cause that causes war,
It is the safest cure.

These precepts all should forbear.

Avoid dissension, boost morale, strive for
tranquility everywhere.

To the war effort give freely in every effect.
It's an obligation our fighting men have a
right to expect.

And your effort will denote
You are determined to protect the home
front

When you register and vote.

So why persist in this silent sulky mood?

No one will know whether you bought some
marbles or lost your morale.

The reactionaries always vote, so we have
rule of the minority.

So swap that expression that's like the mother
of a vinegar barrel

For a smile all radiant with hope, and register
and vote

And show your authority.

No need to worry about Tokyo, Berlin or
Rome,

There are plenty of satellites to care for
right here at home,

So register now while you have time

Avoid the rush, the long line,

An inconvenience to all,

Vote in the primaries and the general elec-
tion this fall.

FRED W. UTTER,

L. U. No. 76.

Official Organ of the **INTERNATIONAL** **ELECTRICAL WORKERS and OPERATORS**

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• This Journal will not be held responsible for views expressed by correspondents. The first of each month is the closing date; all copy must be in our hands on or before.

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Magazine Chat

Another good local publication comes to our desk, *The Electrical Workers News*, published by Local Union 6, San Mateo, San Francisco and Marin Counties....

A letter from Dan Hoshauer, national service officer, Disabled American Veterans, states: "The above organization wishes to take this rather belated opportunity to thank the Electrical Workers and Operators on the Hanford project for the gift of more than \$700 donated to the disabled men in the McCaw Army Hospital located at Walla Walla, Washington."

Brother M. B. Jones tells us that after eight months of experience in Naval hospitals overseas and at home, he recognizes profoundly the need of keeping up the blood bank to full capacity.

Brother Charles J. Maunsell sends us a grist of material including jokes for the joke page. Maunsell comments on the good management and labor relations at the TVA.

It seems, quite inadvertently, we made the error of confusing St. Paul and Minneapolis. Brother T. J. Hall reminds us of this fact, but we have an alibi. The copy that confused the two cities came from the local union and we had no immediate way of checking it.

By such letters as these we are informed of the widespread interests of our membership. We are informed too of the things that interest them and the kind of things they like to see in the JOURNAL. We believe our JOURNAL is unique in the fact that it serves the members intimately and well.



Do You Remember, Michael?

By CORPORAL LESTER EWING

We went down to Whiton's early
One night eight months or so ago.
We had to cut some wood
And lay the fire. Remember?
Do you remember this, Michael?
Do you remember how the air
Was clearer and was brighter
. . . Well even than our hearts?
I think I shall remember while I live
The way the cold omniscience of Mt. Rainier
Rose up across the lake, and strangely near,
Drove a lump into our throats
And struck hard against our lives.
Remember this, Michael.
And Emily got home at five
As beautiful and as breathless as that October Day.
She had the wine and candles
(The fire was on the hearth).
We ate spaghetti
And drank the Burgundy,

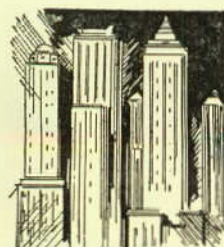
And lit our cigarettes at candlewick;
While the fire died down to embers.
Do you remember this, Michael?
And after that when Emily touched
The piano, and her warm hands
Made music for us,
Because she loved me
And because you and I were friends.
And later you were tight,
And she played "Old King Cole."
"The Caissons Go Rolling Along."
While we sang,
Arms about the other's shoulder.
We were happy;
I knew what friendship was
And we three loved each other.

. . . How strange it seems that this thing happened . . .
And now I lie awake and cold in Italy
And you are dead.



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NO. 7

Labor in the Management Age

THIS age has been called the age of management. What does this mean? It means, if it means anything, that managers, with a different goal from mere moneymakers, and with different techniques, are to be in control. Instead of profits merely, a goal, such as full employment, with all that full employment means, in economics, is to be the guide. It means that more scientific, rational methods and procedures will be in the ascendant. It means that collective bargaining will be accepted as the best means as yet developed to carry on internal organization of industry. It is likely to mean an entirely different approach to problems of production and distribution.

These are not mere words. In those spots where vital labor management programs are going forward, some such arrangements are already being followed with profit to all concerned.

In the setting up of such programs, witchcraft, magic, or automatic controls do not operate. First of all, strange to say, such a program must be preceded by a kind of "change of heart" on the part of both management and labor, distinguished by a willingness to forward cooperation at all costs. Second, the shop, the plant or the industry becomes the ruling factor in decisions. What is good for the industry determines policies.

If such a regime is being ushered in, labor has to play its part. *In the first place, labor and management have to learn to speak the same language.* There has grown up in industry a lot of jargon which engineers and managers know and understand and which is just so much Greek to workers. Workers, too, have created their own lingo which may be so much Greek to management. A common language must be created—simple, flexible and forceful—so that management and labor can speak to each other and mean the same thing by the same words. Moreover, the emotions which have been aroused in a long-time struggle between labor and management must be eliminated, and both labor and management must come fresh to their problems and try to solve them so that the entire industry is benefited.

In the second place, management must give up hocus-pocus. Such systems of so-called industrial efficiency such as the Bedaux, and all other such trap-

pings, must be sent to the scrap heap. The human element must be emphasized and reemphasized. Men must be treated like men. The great value of a loyal, efficient working force must be achieved through single-hearted cooperation. This cannot be accomplished if systems rather than living plans are stressed.

In the third place, the process of collective bargaining must be put to new uses and be given new vigor. Collective bargaining is give and take. Collective bargaining does not exist when one side makes demands and adheres to those demands without discussion or without proof of their validity. There should be willingness on both sides of the table to concede. Demands should not be made for which remuneration is not in turn given. Management should be prepared to say "If you do this for us, we will in turn do this for you." That is what bargaining means.

In the fourth place, the whole machinery of conference should be reexamined and made to serve a swift and flexible use. Men who find themselves readily in groups and know well how to get along with people should be the representatives of both sides. They should meet frequently; they should discuss frankly all problems relating to the advancement of the industry or the plant or the job. By such means the total contribution of each can be made to the project.

It can readily be seen that in such a set-up labor will have an unusual part to play. To sit in on technical committees is not the same as following the collective bargaining process. Negotiation of a contract or agreement may demand one kind of talent, while sitting in on a technical committee demands another kind of talent. Labor must have both kinds and also strengthen its research facilities so that it can come into meetings strong. Labor representatives must be as cognizant of the technical problems of the industry as management representatives.

These may seem the simplest kind of observations, but they contain surely the seeds of a new order in industry. Moreover, they contain the seeds of a new order in labor's relationship to management. Negotiation and conference are the process by which democracy is upheld in both industry and in management.

Head of C. E. D. Invites Labor's Cooperation

By PAUL G. HOFFMAN, Chairman, President of Studebaker Corporation

An address by Paul G. Hoffman, chairman of the Committee for Economic Development, president of The Studebaker Corporation. Delivered at the American Federation of Labor Postwar Forum, Hotel Commodore, New York, N. Y.

"WINNING the peace," however it may be defined, is a task of vast proportions. To some it means the establishment of an improved political, economic and social order throughout the world. Others give the phrase a more restricted definition. Of this I am quite certain: however restricted the definition may be, we will not win the peace unless we achieve here in the United States, in the postwar period, abundant employment through a high level of productivity. I am equally certain that all hope of a better world rests upon our winning that objective. A better world can be attained only if America is kept strong and free. America will not remain strong and free if, in the postwar period, we have either mass unemployment or mass employment by Government on useless "made" work.

So vital is this question of employment that it seems important to me to attempt to measure quite precisely the task which lies ahead. To do that we must turn our backs on phrases and get down to figures. In 1940 there were approximately 46 million persons gainfully employed in both civilian and military activities. There is general agreement among responsible statisticians that from 55 to 58 million jobs will be needed in the postwar period if a satisfactory situation is to prevail. In this total are from two to two and one-half million men and

He frankly
faces problems of full employment. Fixes figure for postwar.
Speaks before A. F. of L.

women who will be employed in our Army and Navy establishments which, it is believed, will be notably larger than before the war. The figure on which to focus is that of seven to 10 million additional civilian jobs which we shall need beyond those available in 1940.

FINDING THE JOBS

Most of the seven to 10 million new civilian jobs must be found in the field of private endeavor. Too many people, both in business and government, are under the impression that if private productive jobs are not available, the slack can be taken up through an expanded public works program. The best information I can obtain indicates that if a green light were given to all public works projects now blueprinted or in the process of being blueprinted, jobs might be available within a year after peace comes for some three million individuals. That is only one million more than were employed on WPA or PWA in 1940.

Nevertheless, I think it is extremely important that the planning of public works projects at the Federal, state and local levels be intensified. There has been too much stratospheric talking about and too little blueprinting and financial planning for public works. Time is of the essence because the need for employment on public works will be greatest in the

immediate postwar period. Indeed, it is tragic that we do not have a far bigger shelf of public works already blueprinted today so that work may be started instantly as the need arises.

No, there isn't any easy way to solve this job problem in the postwar period, nor will we meet the real issue if we concentrate our whole attention on having available merely a sufficient number of "jobs." We might have "jobs for all," to make use of a popular phrase, and still be marching straight down the road to disaster. We must not only have jobs enough, but they must be the right kind of jobs.

NOT NUMBERS ALONE

The hazards of focusing on numbers alone when we think about jobs are very real. Already, because so much has been said about full employment and so little about full production, fallacies are creeping into our thinking. The idea of spreading the work is being exploited energetically. It is an appealing panacea, but actually a subtle attack on the standard of living. There is only one road to real wealth, and that is through increased production. Only by producing more can we have more to divide. Essentially, the idea of spreading the work is nothing more or less than a gospel of despair.

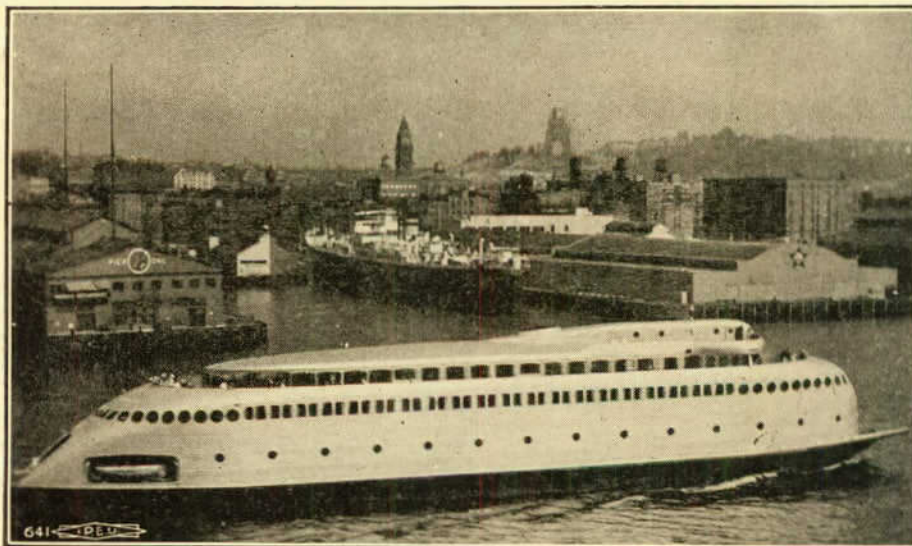
The second fallacy, which is the direct result of focusing on the goal of the number of jobs only, is a reappearance of that old bugaboo, technological unemployment. Once more we are being told that technological advancements accumulating during this war period should be introduced in our postwar economy with great caution. My one fear is that it will take too long to take advantage of the new manufacturing processes and the new inventions which have been spawned by our tremendous war effort. Only by accelerating, not by slowing down, the application of these advances can we bring into full play that prime tool for expanding markets—better, fresher merchandise at prices that represent better values. And I need not remind you, gentlemen, that lower prices and better values mean increased real wages.

NO ONE OBJECTIVE

To avoid the hazards inherent in concentrating on the number of jobs alone, we must take as our No. one postwar objective, the attainment of a record-breaking increase in our gross output of peacetime goods and services over the record-breaking year of 1940. In that year national gross output was 97 billion dollars. That has to be stepped up by 30 to 45 per cent. If that can be accomplished, we shall not only have jobs enough, but they will be well-paid and productive jobs.

It is my purpose to tell you how American businessmen, associating themselves as the Committee for Economic Development, are preparing to make their contribution toward the attainment of this goal. The Committee for Economic Development is a non-partisan, non-political organization financed entirely by the contributions of its members. It is governed by a board of 26 trustees. Twelve

(Continued on page 275)



Management has produced this remarkable boat.

THE question which stands at the front of all others in every country amidst the present great awakening is the question of labor. . . . Those who really desire a new relation between capital and labor can readily find a way to bring it about. . . . The object of all reform in this essential matter must be the genuine democratization of industry based upon a full recognition of the right of those who work, in whatever rank, to participate in some gigantic way in every decision which directly affects their welfare.

—Woodrow Wilson.

In other countries the relationship of employer and employee has been more or less accepted as a class relationship not readily to be broken through. In this country we insist, as an essential of the American way of life, that the employer-employee relationship should be one between free men and equals. We refuse to regard those who work with hand or brain as different from or inferior to those who live from their property. We insist that labor is entitled to as much respect as property. But our workers with hand and brain deserve more than respect for their labor. They deserve practical protection in the opportunity to use their labor at a return adequate to support them at a decent and constantly rising standard of living, and to accumulate a margin of security against the inevitable vicissitudes of life.

—President Franklin D. Roosevelt.

Thus the growth of large business units causes a gradual gravitation of management from the hands of business owners into the hands of hired professionals. The highest development of this tendency is to be found in railroading, where immense business units have existed longer than in almost any other industry. In railroading there are no founder-presidents left and very few sons-of-founder presidents. Railroad officials now are usually professional experts and any one of them who makes an outstanding record on one road is likely to be hired by another.

The professionalization of management undoubtedly means more expert, though somewhat less interested, administration. It also introduces possibilities of conflict between the owners and the managers. For example, the owners—especially the less well-to-do ones—usually desire as large a return upon their investment as possible. The professional managers wish a larger and more important business to administer. Furthermore, they desire to make the business easier to manage by improving the equipment. Hence, while the owners wish the highest possible dividends, the managers prefer that a large part of the earnings be reinvested in the business. A conflict may arise between the interests of the owners and the policies of the management because the managers may be more interested in smashing a union than in making money for the stockholders. The managers may desire the luxury of a free hand. A union may be troublesome to deal with but expensive to destroy—so expensive

LABOR in the Age of Management

Last generation, 1919-1944, may be said to be curtain-raiser to new era of union-management cooperation. What they say.

that it is more profitable to tolerate the union than to destroy it. Nevertheless the management may spend hundreds of thousands or even millions of dollars to get rid of it. And after having smashed it, the management may be compelled to pay practically the union scale in order to keep the men from organizing.

—Sumner H. Slichter.

Lest the reader become alarmed, let us note parenthetically at this point two aspects of scientific management. First, let us recall what has been said about management as an art and what part national and personal characteristics play in it; especially that the spirit and interest behind the technique determine the objective of its utilization. Second, let us realize that scientific management is a way of doing things—of achieving objectives—and as a way of doing things is a moral. It can be employed by the racketeer as well as by the business man. In fact, I have read about some startling

scientific management technique in moderate degree in popular magazine stories of the organization and methods of great racketeers, such as Al Capone. The sooner we understand that it gives power to evil, the sooner we will have more regard for it in the struggle against evil.

Thus we do find a resource to scientific management methods in the practices of totalitarian states in the regulation of their economies. . . .

At any rate, scientific management has had a profound influence on the organization and management of totalitarian nations. It has given them power. It has made the problem of destroying totalitarianism more complicated and more difficult for the democracies. The problem is more complicated and difficult for the democracies because they can acquire the strength to destroy totalitarianism only by adopting scientific management on a national scale, and they must develop a scientific management that is consistent with democracy and a guardian of it; whereas the totalitarian nations have pursued the easier course of sacrificing democracy.

In the long run, although harder to develop, I believe that the scientific management that is consistent with democracy will be more enduring than that acquired more easily at the sacrifice of

(Continued on page 276)



OWI Photo

Can management apply the same scientific principles in the handling of manpower.



WILLIAM H. DAVIS, CHAIRMAN, WAR LABOR BOARD

OWI Photo

Speaking of WAR LABOR BOARD'S Wage Brackets

THE authority of the National War Labor Board, as delegated by law and the various executive orders, to engage in the practice of formulating and ordering the establishment of so-called "sound and tested going rates" is not here questioned. However, the question of whether or not representatives of organized labor may properly participate, or cooperate with the board, in such a project merits considerable and profound thought.

In considering this question it must be borne in mind that the board, in a little more than two years, has crept steadily forward from being an agency formed solely for the purpose of disposing of labor disputes—but only after all existing procedures had been exhausted—"which might interrupt work which contributes to the effective prosecution of the war," until today the board carries all of the implications of an empirical bureaucracy making its own laws, rules, regulations and procedures and exercising a rigid disciplinary power over "all employees in the United States" from which there is no appeal.

LABOR COOPERATES

Because of organized labor's truly sincere desire to cooperate fully in the effective prosecution of the war, we have been not only extremely tolerant of, but have actually assisted the board's exercise of authority. It may be that our efforts have been misconstrued; that our active cooperation has been mistaken for

Is board now using
wage brackets to lower pre-
vailing wages fixed by law?
Labor is worried

a complete surrender of certain inalienable rights and privileges; that the board now feels it can proceed in an authoritarian manner entirely foreign to the intent of Congress and labor's acceptance of such intent.

Regardless of all that, it now appears that we have reached a most critical stage in the prerogatives accorded to or assumed by the board in its attempt so to completely regiment and control the workers' wage earning opportunities as is indicated in the establishment of so-called "sound and tested going rates."

The board states in its twelfth monthly report:

"The policy directive of May 12, 1943, issued by the Director of Economic Stabilization to clarify Executive Order 9328 authorized the National War Labor Board to establish by occupational groups and labor market areas the wage rate brackets embracing all those various rates found to be sound and tested going rates. . . . The national board delegated the task of setting these rates to its regional boards. . . . the 12 regional boards have determined over 2000 sets of brackets and individual brackets have run into tens of thousands. . . . No appeal

may be made to the national board on decisions of regional boards setting wage or salary brackets."

THE FORMULA

The formula for arriving at "sound and tested going rates" as used by the regional boards is amazing in itself. The results do violence to the wildest imagination. Here is the formula as recited by one of the board's experts:

To establish sound and tested going rate brackets you take the *minimum* rate paid to the higher paid employees and the *minimum* rate paid to the lower paid employees, you then strike an average between the two. To the average you add 10 per cent. This gives you the top rate for your bracket. From the average you deduct 10 per cent. This gives you the bottom rate for your bracket.

That, of course, is not the original or only formula developed by the board. There were and are others depending upon the views of any one of the twelve regional wage stabilization directors. However, the formula cited above appears to be the most popular, is no less scientific and has no less faults than any other.

In July, 1942, the National War Labor Board decided that if the American worker was not receiving 15 per cent more in wages than he received on January 1, 1941, then his peacetime standards had been impaired. The board would, therefore, upon proper application being made, approve such increase as was found necessary, in the board's opinion, to preserve the workers' peacetime status, but in no case to exceed the 15 per cent.

GREAT DISPARITY

In 1942 and again in 1943 this writer directed board agents' attention to the existence, on January 1, 1941, of a great disparity between wage rates paid in the electrical utility industry for similar types of work and requested the board to adjust the lower wage scales at least up to the average paid in the industry before applying the Little Steel formula, pointing out that to permit the undesirably low wage rates to prevail would place the board in the position of perpetuating unhealthy conditions in addition to rewarding non-progressive employers for holding out on their employees in pre-war years.

To that argument, board agents replied that the board was not a social agency, that it was not responsible for the anti-social wage rates, had no authority to pre-condition those wage rates before applying the Little Steel formula and that the only function of the board was to preserve the pre-war levels as they existed with the addition only of a compensating percentage based upon the increased cost of living as determined by the board itself.

Therefore, disregarding for purposes of this article the manifest inequities of the Little Steel formula and disregarding also the utter fallacy of pegging wage

rates to the cost of living, we come up against the cold hard fact that today's wage rates are neither a true reflection of economic progression nor the result of free and voluntary collective bargaining but are a creation of, and rest upon, arbitrary and definitely uneconomic figures empirically imposed upon the workers by the National War Labor Board.

Nevertheless the board now indicates that its own created wage rates are not satisfactory as "sound and tested going rates" so a formula is developed that has the effect of reducing wage rates *below* the already inadequate figures previously approved by the board.

UNJUST PROCEDURE

For instance, in a middle western city, of a group of electricians, 111 were receiving \$1.50 an hour and 40 were receiving between \$.95 and \$1.40 an hour. Applying its own formula the board found that the sound and tested going rate for these electricians is \$1.15 an hour. A bracket was then set up for "Electricians, Class A" with a low rate of \$1.00 and a top rate of \$1.26 to cover four counties.

The result of that bracket will be to cut back all hourly rates of \$1.50 now existing to the new top rate of \$1.26.

In another situation a wage schedule for an eastern utility containing some changes but holding top rates untouched was submitted to the board. The untouched top rates had been approved by the board 18 months previously. After processing by the board, no less than 60 previous approved rates out of a total of 160 wage ranges were cut back in either the top or bottom rates or both.

In other words, Jack Simpson, "Electrician A," at \$1.50 an hour, will not have his rate reduced while he is employed on the same job in the same classification but, when Jack is fired, quits, or is transferred to another job, the man who takes Jack's place will be paid the new lower top rate of \$1.26 an hour, unless he is being transferred from a lower classification in which case he will receive only the new lower minimum rate of \$1.00 an hour for performing exactly the same duties as those formerly paid for at the rate of \$1.50 an hour.

CONSIDER THE WORK

The board seems to entirely lose sight of the fact that basic wage rates are applicable to the work being performed not to the individual performing the work which the board would very soon discover if it ever attempted to negotiate an increase for an employee based upon the employee's over-all ability rather than upon the actual job upon which the employee used only a part of his ability.

Certainly a cutback in occupational wage rates is a reduction in wages whether that cut-back occurs today, tomorrow, next month or next year and regardless of who the individual may be who suffers the reduction.

Now the board is not ignorant of all this as witness an excerpt from a letter addressed to Vice President Wallace from Chairman William H. Davis:

"As the months flow by," wrote the

chairman, "and the board continues to hold wages down to the general level of September 15, 1942, we become increasingly conscious of the fact that we are asking one segment of our society to do its part to protect all Americans from the ravages of inflation, while at the same time a similar obligation has not been placed as heavily upon the shoulders of some of the other segments of society."

Further, testifying before the Senate Banking Committee, Mr. Davis emphasized the point that wage increases have not contributed to the existing degree of inflation with the declaration:

"Wage increases granted by the War Labor Board have not basically affected prices."

THE ECONOMIC SQUEEZE

So the economic squeeze is on with the worker being crushed between the millstones of high prices and inadequate wages and is to be intensified by making these wages even less adequate through the medium of so-called "sound and tested going rates" and organized labor is being invited to commit suicide by participation in the mixing of that deadly formula.

Perhaps because "mankind is more disposed to suffer while evils are sufferable" it does seem at this writing that conditions must become worse before they will be bettered. But that does not prohibit us from expressing the opinion that:

1. The establishment of over-all wage rates by governmental authority would be to surrender in large measure the constitutional right of any employee to freely enter into contractual relations with his employer for the sale of his services.

2. The establishment of "sound and tested going rates" abridges the rights of employees in the United States to enter into collective bargaining agreements in matters of wage payment as

guaranteed under provisions of the National Labor Relations Act and usurps the authority of the administrators of the Fair Labor Standards Act, the Walsh-Healy Act, the Bacon-Davis Act, together with all other acts which have as a purpose the determination of equitable wage earnings. The principal function of the Conciliation Division of the United States Department of Labor would also be nullified.

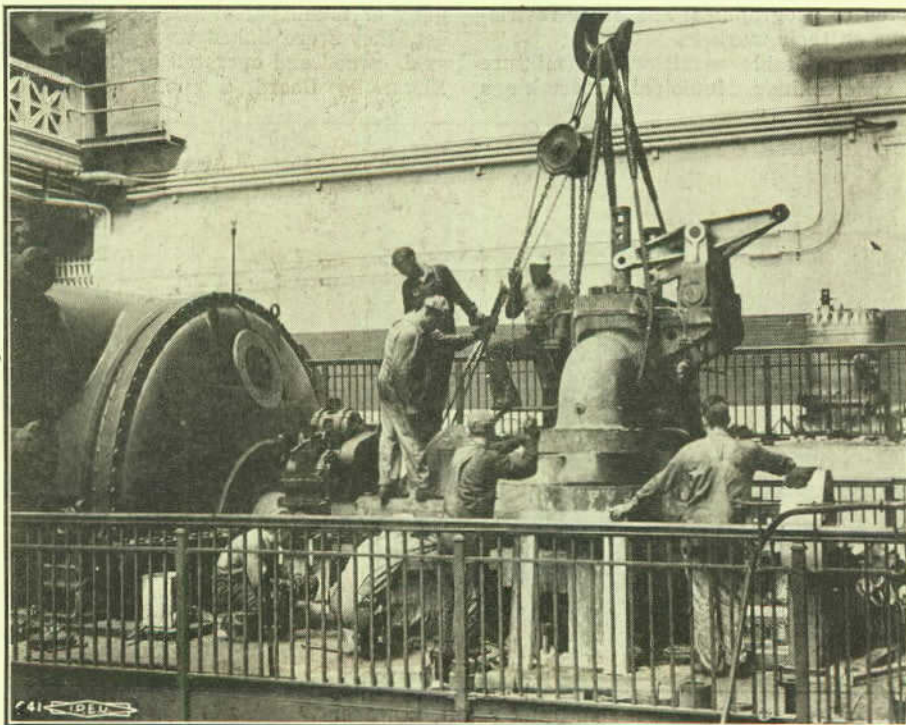
3. The setting of "sound and tested going rates" by governmental authority or edict infringes upon and will eventually destroy a fundamental function of free and voluntary labor organizations.

4. The National War Labor Board has constantly and consistently denied any responsibility for the existence of anti-social wage rates and has consistently refused to approve adjustments reached through collective bargaining for the elimination of anti-social wage rates except in the extreme matter of so-called "sub-standard" wage rates.

5. The National War Labor Board, while admitting the existence of, but denying responsibility for, the existence of anti-social wage levels prior to January 1, 1941, has frozen wage earners to those anti-social wage levels through the so-called Little Steel formula and now proposes to make the average of those admittedly anti-social wage levels "sound and tested going rates" with the addition only of a deplorably deficient N.W.L.B. dictated "cost of living" adjustment over the January 1, 1941, levels.

6. The proposal of establishing "sound and tested going rates" appears to carry the suggestion that the National War Labor Board will attempt to establish a given wage range for each occupational trade and each occupational sub-classification of each trade based upon a title

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WORKERS ON THE JOB MUST BE PROTECTED IN ALL THEIR RIGHTS

Mixed Policy for POWER FIRMS in England

By WALTER HILL, Assistant Editor, The Economist, London

THE future of electricity—one of the chief public utilities—is at present the subject of a good deal of discussion and controversy in Britain. A brief conspectus of the history of this industry in Britain will help to clarify the issue.

The original Electric Lighting Acts of 1882 and 1888 envisaged the supply of electricity as a purely parochial matter. A license to supply electricity could be obtained from the Board of Trade—a Government department concerned with industry and trade—by any local authority, company or person; but the first act gave local authorities the right to purchase company undertakings after 21 years, a period that was extended to 42 years by the second act. Thus private enterprise was given the opportunity to participate in electrical development, but only for a limited period; it was then felt that ultimately the whole industry should be owned and run by local authorities. This attitude is explained by the fact that technical possibilities of electricity were not fully foreseen when the two acts were passed by Parliament.

AT TURN OF CENTURY

At the turn of the twentieth century, when technical possibilities began to take shape, Parliament authorized the formation of so-called power companies; these were given perpetual franchise but subjected to geographical and other restrictions on their markets.

The inevitable result was a mixture of undertakings. Municipal undertakings

Historic development of power industry. Great Britain makes room for public and private ownership

which predominate, operate mainly in urban areas, and generally take in little of the surrounding area; while private enterprises operate mainly, though not exclusively, in less densely populated districts. Private enterprises, broadly, are of two kinds, that is, they consist partly of companies with limited franchise formed under the original Electric Lighting Acts, and partly of so-called power companies with perpetual franchise formed early in the twentieth century.

Such a mixture of municipal and private enterprise was hardly conducive to a rational expansion of the industry, and there has long been a large measure of agreement on the need for reorganization.

The problem of the public supply of electricity has two aspects, that is, generation and bulk transmission, and retail distribution.

The first of these was largely solved during the inter-war years. The rationalization of generation and bulk supply took a long step forward as a result of the Electricity (Supply) Act, 1926. While the generating stations remained in company or municipal ownership under this act, they were linked up by a national grid, owned and operated by the Central Electricity Board, a public corporation

which issues fixed-interest stock and is managed by a board appointed by the Government.

CONTROL EXERCISED

Although the Central Electricity Board does not own the generating stations, but purchases electricity from them, it has a large measure of control over them. Without disturbing the mixed ownership of the generating stations, this arrangement has brought substantial economies. These economies, broadly, are of two kinds. First, by linking up the generating stations, it has been possible to secure a substantial reduction in the ratio between generating capacity and the demand for electricity. Secondly, by reason of its control over generating stations, the Central Electricity Board has been able to insure balanced expansion of capacity and efficiency in generation.

The second problem, that of retail distribution, remains unsolved and it is largely upon this section of the industry that discussion is at present concentrated.

A committee appointed by the government before the war to investigate the problem pointed out in its report, published in 1936, that, whereas the average cost of generation had been nearly halved, "the average cost of distribution per unit sold has been practically constant during the last 10 years." The committee suggested that the guiding principle in the reorganization of the distribution side of the industry should be

"the retention and utilization, where possible, of the larger and more efficient of the existing undertakings—both municipalities and companies—and the absorption by such undertakings of the smaller and less efficient undertakings."

In other words, the committee did not suggest either that the distribution undertakings owned by municipalities should be transferred to company ownership or that company undertakings should be absorbed by the municipalities. It suggested that the less efficient undertakings should be absorbed by the more efficient ones, whether owned by local authorities or by private enterprise.

CONSUMER SHOULD BENEFIT

The company-owned section of the industry favours the solution of the problem on these lines. For example, a report recently submitted by a large section of private enterprise is based on the assumption that the consumer should be able to choose freely the fuel service he wants and that no drastic alteration should be made in the ownership and organization of existing undertakings unless these can be proved to bring substantial and permanent benefits to the consumer. The report outlined a scheme of reorganization that, while retaining the present structure of the industry, "so far as this may be efficiently utilized," provides for any inefficient undertaking to be "brought up to the required standard for the area."

The municipality-owned section, on the other hand, advocates the principle of public ownership and the transfer of

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MARBLE ARCH, LONDON

London is a great city geographically, and utilizes much electricity.

Senator Kilgore Takes ADVANCED POSITION

SENATOR HARLEY M. KILGORE comes from an industrial state. This fact perhaps accounts for his profound interest in some of the technological aspects of industry, and production and distribution. He has brought to the United States Senate a more profound faith in research and research methods possibly than any other representative in Congress. He is author of two bills recently—of wide interest to labor and to Electrical Workers.

The first bill, now being revised, is designated as S. 702, "A bill to mobilize the scientific and technical resources of the nation, to establish an Office of Scientific and Technical Mobilization, and for other purposes." The bill in itself is a commentary upon the American way of production. It points out that there is an uncoordinated state of information concerning existing scientific and technical resources. There is unplanned and improvident training, development, and use, of scientific and technical personnel.

THE TREND

It comments on the trend toward monopolized control of scientific and technical data. It states that the public has no protection against these ineffective conditions. The bill proposes an agency that will correct these difficulties.

The bill proposes to encourage the writing of scientific and technical books. It proposes to protect inventors and scientists in their creative work.

It poses the situation that there is likely to be a shortage of certain important materials now and after the war and that they want to develop substitutes. It implies that it wishes to discover competent young inventors, and give them training in their chosen field.

It wants to give smaller businesses the advantage of scientific development.

The bill proposes also to foster international cooperation in scientific discovery.

Another bill that is in preparation by Senator Kilgore is attracting wide attention. This bill is a derivative of his first proposal and is to establish a federal agency to promote and conduct research in housing and neighborhood development. The bill sets up the following goals:

POWERS AND DUTIES

Sec. 6. To effectuate the purposes of this act, the Administration shall be vested with the following powers and duties:

(a) To undertake technical research and to conduct related economic and industrial studies to determine desirable changes in the production, design, fabrication, and construction of housing, and in the marketing, financing, and use of housing.

(b) To formulate and promote broad

Recognizes

ours is a scientific, technological nation. Brings in bills on research and housing, and protection of technical resources

programs of research for the development of standards which will encourage the production of more desirable and lower-cost housing, and, when desirable, to initiate and carry out specific projects within such programs.

(c) To stimulate and sponsor cooperative research and studies in housing by other governmental agencies, or by any person, firm, partnership, corporation, association, educational institution, or research foundation, and, when necessary, to defray the costs of such research subject to the provisions of section 6 of this act.

(d) To initiate and conduct technical research directed at the development of new building materials and equipment, new housing designs and new methods of housing fabrication and construction, and to establish whatever laboratories and laboratory facilities may be needed for this purpose.

(e) To make, in conjunction with the Public Health Administration, such studies and investigations as may be deemed necessary to determine the effect of existing or proposed housing designs and housing facilities upon the public health and safety.

(f) To collaborate with the National Bureau of Standards and other governmental or private organizations in studies of building laws, codes, zoning, and other ordinances, and on the development of recommendations for Federal, State, and local legal requirements which will provide such uniformity as may be desirable for the development of better housing at lower costs.

(g) To study the possible impact of technical advances in housing on the building industry and the national economy, particularly in so far as the stabilization of employment and the training of workers may be involved, and to make reports and recommendations as may be desirable.

(h) To study the wage system of the building trades with a view to developing devices and methods for annual wages which will level off the peaks and valleys in the incomes of construction workers.

(i) To analyze the relationship between technical advances in housing and desirable neighborhood and community development, particularly with reference to community services, utilities, land use,



SENATOR KILGORE, WEST VIRGINIA

and tax policies, to report upon problems that may be anticipated, and to make recommendations for their solution.

(j) To study the relationship of general property taxes to housing and to make recommendations with respect to desirable changes in the property tax system.

MAKING ADJUSTMENTS

(k) To make such other housing studies and experiments as the director, with the advice of the committee, may deem necessary to promote the general welfare.

(l) To publish and disseminate the results of its investigations, and any other information which may be pertinent to the activities of the Administration.

(m) To gather and coordinate technical information concerning housing and related fields, and to make such information and also technical advice and assistance available, under such terms and conditions as the director shall prescribe, to the building industry, the general public and officials concerned with the production, marketing, and regulation of housing.

(n) To acquire patents and patent rights, and to authorize the use thereof, subject to the provisions of section 7 of this act, and to authorize the use, sale, lease, or other disposition of any other property belonging to, or controlled by, the Administration, upon such terms and conditions and for such compensation as the director shall determine.

(o) To finance by loan, grant, exchange, purchase, or otherwise, any or all of the operations and functions authorized by this act, and, for the same purposes, to make or acquire any contract, guaranty, indemnity, stipulation, lease or other instrument, to acquire, improve, and alter real and personal property, and to enter into any other transaction necessary or appropriate for the performance of the Administration's duties or powers.

TVA Receives Backing of ALL the People

THE Tennessee Valley Authority serves seven states. These states are: North Carolina, Virginia, Georgia, Alabama, Mississippi, Kentucky and Tennessee. These states contain many industrial cities of growing importance.

Rapidly great new industries are pouring into the valley in order to get the use of power developed by the Tennessee River. Farmers are receiving inexpensive fertilizer from chemical plants at Muscle Shoals. Farm cooperatives have sprung up. Much has been done in flood control, and the elimination of erosion on the hills that about the river.

Brisk industrial activity has attracted workers to new projects and a strong unionization movement is evident in this great valley. The standard of life has improved. More electrical appliances per unit of population have been sold in these seven states than in any other section of the country. In short, what was once a great inland empire has been opened to intercourse with the rest of the country and is prosperous, moving toward a great future.

PEOPLE LOYAL

When Senator McKellar of Tennessee began to attack the TVA, he soon learned that not only labor, but all other classes in the valley were loyal to this project and wanted it to remain unfettered to serve all the people. For example, down in Alabama a city recently has doubled its population because new industries have streamed into it. It has a lively chamber of commerce. When Senator McKellar began his attack to cripple the TVA, this chamber of commerce got on the telephone the chambers of commerce in every other section of the valley and asked for support against the McKellar attacks. This support was freely and openly given. Women's clubs were interested. Labor unions sent telegrams. Farm organizations spoke. In fact the valley was embattled. Hundreds of thousands of people rose up and said, "Let us alone." It so happened, therefore, that Senator McKellar soon found that he was isolated, that his Tennessee constituency did not approve of his misdirected efforts. Moreover, the Congressmen of Tennessee rallied to the aid of TVA.

For this reason, when the McKellar rider, crippling the TVA, reached the House, it was summarily turned down, and again Senator McKellar failed in his one-man effort to take charge of this great regional development. The vote was a standing vote in the House of 138 to 24. Congressmen Jere Cooper, J. Percy Priest, Albert Gore, Estes Ke-

Wins victory in House with backing of labor, farmers, business men

fauber and John Jennings, Jr., of Tennessee led the fight against the McKellar proposals. These men said: "People in the Tennessee Valley are 95 per cent in favor of letting that agency alone, rather than of turning it over to a man who is headhunting and wanting to throw a monkey wrench into the machinery. No man has yet put his finger on a single misappropriation under TVA and not a breath of scandal has ever been attached to any of its operations."

The Tennessee Valley Trades and Labor Council played an active part in opposing the crippling of TVA.

TVA AND BUSINESS

In his recent book called "TVA—Democracy on the March," David E. Lilienthal, chairman of TVA, has this

to say about the relation of the TVA to business:

"The methods of TVA, working at the grass roots, apply to business men as well as to farmers and to labor. The changes in this valley within the decade have been due, to an important extent of course, to business men. Although many at first were suspicious of TVA, or saw it only as a power producer or a form of 'politics,' by the end of the first decade most business men have accepted as their own the TVA idea of region-building quite as wholeheartedly and understandingly as have farmers and industrial workers. The way in which methods of management have been developed by the TVA at the grass roots to meet some of the problems of business men, and to enable them to contribute to the unified development of resources, has had a great deal to do with this acceptance.

UNITY

"What is most encouraging to me is the unmistakable evidence that many business men now think in terms of the unity that seems to me so essential: unity of all resources, and unity in developing them as between farmers and business men. And they are becoming articulate about it, able in informal ways to express the 'lessons' we are all learning in the now mature experiment in democracy that is the TVA. I have before me a half-page newspaper advertisement of the Alabama Dairy Products Corporation that is an unpretentious but genuine illustration of what I have in mind. Five years ago this business was set up in the small city of Decatur, Alabama, by local capital and local management to build and operate a cheese factory, the first in all northern Alabama. The ad begins in large letters:

**"THE CHEESE PLANT
IS A
CHILD
OF THE PEOPLE AND
TVA . . .**

"TVA brought new hope to the farmers who were struggling with the washed, worn-out lands. The authority's wide erosion control plan combined with an intensive soil rehabilitation program resulted in richer farming lands.

"Then electricity came to the farm, lighting the way to a wide diversification program. This electric power was to aid the farmer to expand into branches other than the production of one major crop.

"Following expert advice the farmer now began to build a fine dairy herd. Steadily it developed to the size which demanded a ready market for the product.

"Here is where the cheese plant began. . . .

"Business men and business enterprise have come to understand to a remarkable degree the principles of interrelation upon which, under the TVA idea, everything depends."



G. M. FREEMAN

Secretary of the TVA Trades and Labor Council, opposes crippling of TVA

Again, "What Hath God Wrought" Leaps Space

THE United States honored the inventor of the telegraph by reenacting the historic scene of sending the first telegraph message over animated wires. The scene was the Capitol, Washington, D. C. The date May 24, 1944.

Man paused in the midst of his electrical world to pay tribute to one who 100 years ago attained a major triumph in the cause of electricity, creating a worldwide interest in the subject and opening the door to the electrical world we know today.

THE BEGINNING

That man was Samuel F. B. Morse who invented the telegraph after years of adversity and struggle. Samuel Morse was an artist—a very good artist who did pictures for the White House and the Capitol. Morse had been working at the White House happily applying the finishing touches to a large oil canvas of General Lafayette when a messenger arrived, bringing to the young painter, a message that was eventually to revolutionize the communications system of the world. The message told of the death of Morse's young wife over a week before in their New Haven home, 350 miles away. Morse had learned of her demise through the only available means of that day—the slow, unreliable pony and the early railroad mail. After the first great grief had passed Morse began to ponder on the slow-moving world in which he lived and he resolved to find a swifter means of communication.

Thus Samuel Morse began his long years of experimentation—years hard and painful—full of adversity and sacrifice and destined often to meet ridicule and disappointment.

THE ACHIEVEMENT

It took 21 years for this persevering artist to reap the fruits of his labor. On May 24, 1844, at exactly 8:45 a. m., the artist-inventor sat down to a little, mysterious looking, handmade key in the old Supreme Court room of the Capitol and there in the presence of numerous dignitaries clicked out the world's first telegram, "What hath God wrought?" It was most appropriate that Morse should choose this verse from the Bible for the very first message to be transmitted by a system that was to revolutionize the communications set-up of the world. The critical, cynical listeners sat tense as the metallic clicks which had no meaning for them were tapped out. But they had meaning for the excited man sitting at a similar key in the Baltimore and Ohio station in Baltimore. The meaningless sounds were like music to the ears of Alfred Vail, Morse's co-worker. Joyfully he translated the message and sent it back. The cynical silence changed to

United States honors inventor of telegraph in appropriate ceremonies

cheers and words of congratulations. The doubters became believers and went out to tell a disbelieving world of this wonder that "God had wrought."

A few days ago on May 24, 1944, just 100 years since Morse sent his historic message, dignitaries again met in the Capitol of the United States, to reenact that scene of the century past and to do honor to the man who played the lead in that drama so many years ago.

THE RECOGNITION

The Seventy-eighth Congress of the United States commemorated the anniversary with the dedication of a beautiful plaque in Morse's honor and with an impressive program in the rotunda of the Capitol.

Senator Burton K. Wheeler of Montana was chairman of the Joint Committee on the Centennial of the Telegraph and Representative Alfred L. Bulwinkle of North Carolina was vice chairman and they were assisted by an impressive number of senator and representative committeemen.

The celebration was inspiring and colorful. The Marine band in full dress uniform rendered stirring marches as the congressmen and hundreds of guests assembled for the program.

The Honorable Alfred Bulwinkle presided and read a telegram from the President of the United States. President Roosevelt coupled Morse's invention with "conquest of the air" as America's greatest contributions to modern history.

Senator Wheeler was the principal speaker of the day and keynoted the value of Mr. Morse's invention, paying tribute to the man and to the future yet ahead for electricity in the electronic world of the future. Senator Wheeler summed up the achievements in electricity to date and gave a glimpse into the electrical world yet to come. He concluded with the following words:

"I have touched on the future development of this industry for one important purpose—I am firmly of the opinion that it makes clear that a new world is opening up before us and succeeding generations—a world in which there will be the greatest economic opportunity for men who have the courage and intelligence to cope with its problems . . .

"The life of Samuel Morse, whom we honor today—this man who was fifty-two years old before he achieved his goal after years of struggle, must give all of



The inventor of the telegraph was also an artist. Self portrait of Samuel F. B. Morse, N. A.

us renewed courage, and faith in our own personal futures and the future of our country.

"Let us follow the precept of the great Justice Holmes—'Have faith and pursue the unknown end.'"

Following the exercises in the main rotunda, the company retired to the small rotunda on the ground floor where the unveiling of the plaque in honor of Morse took place. The plaque was presented by the Honorable Warren Austin, senator from Vermont, and was unveiled by Miss Lelia Livingstone Morse, granddaughter of Samuel F. B. Morse. The speech of acceptance was made by the Honorable Sam Rayburn of the House of Representatives. Congressman Rayburn said he accepted the plaque "in the name of all America and dedicated it to all those who will make things better for those to come."

COMMEMORATION

Following the unveiling ceremonies the party retired to the Law Library of the old Supreme Court room for the reenactment of the sending of that historic message. "What hath God wrought" was sent by Mr. Ernest E. Norris, president of the Southern Railway Company, to Baltimore, where it was received by Mr. R. B. White, president of the Baltimore and Ohio Railroad Company.

Introduction of Senator Edwin C. Johnson of Colorado, Representative Joseph J. Mansfield of Texas, Representative Compton I. White of Idaho, Representative Karl Stefan of Nebraska, Representative Michael J. Bradley of Pennsylvania and Representative William C. Cole of Missouri, all former telegraph operators, followed, after which these gentlemen sent messages to the state officials of Maryland and to the municipal officials of Baltimore.

This program was a fitting commemoration for a man who did so much for the development of this country and for the development of the world.

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Writer Finds SOLDIER-CIVILIAN Relations Improved

By RUBEN LEVIN, "Labor"

THOSE high hopes held by labor-haters—that returning servicemen could be used as a battering ram against unions—are fading fast.

Reports pouring in from all sides—from Army newspapers, doughboys' letters, discharged soldiers and other sources—indicate that the men in uniform haven't been poisoned against organized workers anywhere near as much as anti-labor propagandists had anticipated.

It may be true that in the early days of the war men overseas were, by and large, hostile against unions. They were bombarded at that time, over the radio, in the newspapers and on the newsreels, with scare stories about strikes. Assiduously, the enemies of labor tried to implant the impression that work stoppages were crippling war production and preventing vital war materials from reaching the fighting fronts.

Since then, however, the men in the armed services have seen munitions pour into the camps and dumps and depots at a torrential pace. Thus, they have received "circumstantial evidence" that the workers back home were on the job, toiling as never before, to back up their fighting Brothers to the limit.

Questionnaires reveal men overseas not gulled by hostile press. Back unions

Many of the soldiers now feel they have been hoodwinked by the anti-labor sensation mongers. They realize they have been "sold a bill of goods" and they are less likely to fall for the falsehoods in the future.

THEY HAVE BEEN FOOLED

The reaction of many of them is best summed up by an editorial carried some time ago in the *Midpacifican*, the Army newspaper in Hawaii.

"Nobody likes to be taken for a sucker," wrote John Lord, an editorial writer for the paper. "We've been taken."

"It is now possible to prove that most of the big daily newspapers have been lying to fighting men overseas for many months.

"Front page stories, feature yarns, cartoons and editorials have given us to understand that our brothers, fathers, sisters, mothers, aunts, uncles and friends in the states have been sabotaging the 'battle of production' with widespread strikes.

"We thought it was so, and raised plenty of hell about it. *But it isn't so.*"

Then Lord quoted official Department of Labor figures showing that strikes have caused a loss in man-days of only 8/100 of 1 per cent of time worked—in other words that "the folks back home worked 10,000 hours for every eight they lost!"

"Thus, the department comes along with statistical proof that we've been played for saps," the editorial continues. "The facts prove that our folks and their unions have a record that is 99 and 92/100 per cent perfect!"

"There's not much we can do about the lies we've been told except to give future newspaper stories which make big ones out of little ones the horse laugh they deserve. And, let's pitch into our jobs as hard as our folks are pitching into theirs."

Even more significant are the results of a poll conducted by *Iron Age*, a magazine of the steel magnates, among veterans of this war who have already been discharged. The answers obtained by the magazine were far from what the editors had expected, or hoped and probably gave them the surprise of their lives.

You would think those "vets," having been exposed to an unprecedented barrage of propaganda against labor, would have had a "down with unions" attitude. But here's what the magazine itself reported about their views:

"For job protection, 90 per cent said unions were good things since they were the only voice an employee possessed."

Even the much-maligned "closed shop" was backed up by a majority of those questioned.

UNIONS ARE GOOD

"Fifty-nine per cent stated their favor of such a system since it afforded the best worker protection, and assured that all who benefit by a union's presence in a plant should share in dues payment," the magazine explained.

Furthermore, the magazine discovered that the ex-servicemen hadn't fallen either for the widespread notion that war workers were "rolling in wealth."

"When asked about current wage rates, there was complete unanimity in pooh-poohing the concept of war workers' swollen purchasing power," the article added.

The soldiers admitted that for a while they thought war workers were "squandering" huge earnings, but that "they now were of the opinion that the rise in the cost of living has about equalized wage increases." As a matter of fact, 14 per cent concluded that workers were "worse off" than before the war. Many of them pointed out, too, that the workers had to toil long hours of overtime to keep abreast of living costs, but that they (the veterans) "were no longer physically fit to earn such 'blood money'."

NOT SO GULLIBLE

Articles carried in many Army papers, other than the *Midpacifican* quoted above show that the soldiers aren't as gullible



OWI Photo by Palmer

SOLDIERS ARE THINKING AS WELL AS FIGHTING

(Continued on page 276)

IN California certain organized physicians hired an advertising firm to make a survey of public opinion in reference to medical care. The results were astounding, even to the physicians. The advertising firm found:

50 per cent of the people wanted state medicine.

34 per cent of the people were against any kind of tax-controlled medical care.

16 per cent were on the fence.

The advertising firm told the physicians, however, that its experience had been that where the majority of the people were for a policy, then the neutral people usually swung to them; that would mean about 64 per cent of the California population were for tax-controlled medical care. As is well known, tax-controlled medical care is being pressed for by the American Federation of Labor through the Wagner-Murray-Dingell bill. The A. F. of L. has had assurance of deep interest in this subject from all parts of the country.

MEDICAL CARE AND INCOMES

Now comes a special study on the need for medical-care insurance by the Federal Security Agency, the agency under which the Social Security Board operates. This comprehensive study on medical care points out with finality the fact that the amount of preventive medicine a person gets depends on his income. If he is a poor person he gets no preventive medicine. If he is a wealthy person he gets medical care.

This brochure says "Families with incomes of \$10,000 or more received more than twice as many physicians' calls as did those in the three lowest income groups and over a third more than those with incomes of five to ten thousand dollars. They also received many more days of hospital care. The hospital care reported by families with incomes of less than \$1,200 undoubtedly represents much that was free. Families in the highest income group received from two and one-half to five times as much dental care as did those in the three lowest income groups."

This study also points out the following four basic facts in regard to habits of American people in calling physicians:

The hesitance of physicians to propose consultations with specialists or to recommend needed hospitalization, laboratory tests and other services because they know their patients cannot afford to pay for them.

The inability of many in low-income families to obtain hospitalization except for extremely serious conditions or emergency treatment, and that only in certain communities.

The inability of the smaller and less prosperous communities to provide adequate hospital and health facilities from their own resources.

Last, the need of professional persons to make a decent living which causes them to concentrate in cities and leads to over-specialization be-

Aroused PUBLIC OPINION

On Medical Care

Despite propaganda, widespread, citizens at grass roots press for benefits of medical science. Economic pinch

cause of the larger incomes of specialists.

PHYSICAL DEFECTS

Because wage earners among farmers and workers cannot afford doctors, the statistics show that a greater percentage of them develop permanent physical defects. From 6,000 white persons studied, it was learned 96 per cent of the white group had bad physical defects and of a survey of 1,000 Negroes 97 per cent of the colored had bad physical defects. This study also points out that illness increases as income decreases. In the homes of the poor sickness comes often and lasts longer than in the homes of the well-to-do, and death comes earlier. A chance for help and even for survival is far less among low-income groups than among families in moderate or comfortable circumstances."

This study also shows that medical care is amenable to the insurance principle. The brochure states "The cost of medical care can be predicted with a substantial degree of accuracy." The brochure closes with the principles involved in the establishment of medical-care insurance:

1. Provision of adequate medical care for all persons in the United States is

essential to national health and well-being.

2. Preventive and curative services should be closely coordinated.

3. The quality of the services provided should not be sacrificed to economy.

4. Medical and other practitioners, hospitals, and agencies concerned with the provision of medical and health services should receive adequate remuneration.

5. To the greatest extent feasible, medical care should be provided for the dependents of insured workers on the same basis as for the worker.

6. As far as practicable, the insurance program should be extended by compact or otherwise to cover all noninsured groups who are in need of protection against the costs of medical services.

7. The potential patient should have essentially free choice of practitioner and hospital. Likewise, practitioners and hospitals should be free to accept or refuse patients in accordance with their customary practices.

8. Existing personnel and facilities should be utilized to the maximum degree. In localities where these are lacking, it should be the responsibility of government to insure that necessary personnel or facilities are provided.

9. Primary policies should be determined by joint consultation of representatives of the public and of the professional groups. The medical professions should participate responsibly in policy decisions which concern the professional aspects of the provision of medical care.

(Continued on page 274)



TVA Photo

THE POOR CANNOT PAY FOR PROPER MEDICAL CARE. THEREFORE, MINOR AILMENTS GROW INTO SERIOUS DEFECTS

COLLECTIVE BARGAINING

Not Halted By War

ON October 3, 1942, the President of the United States issued an order, prohibiting further wage increases without specific approval from the War Labor Board. But the road to such sanction is long and arduous. Few increases are granted.

Because of the difficulty in securing WLB approval, many people seem to be of the opinion that, since a damper has been placed upon wage negotiations, collective bargaining between employers and employees is virtually halted.

But far from it. Labor is using this interval to good advantage, to strengthen its shop-control position, to press for vacation-with-pay proposals and to improve working conditions in matters not directly concerning wages and working hours.

Despite the wage-freezing order, there remains a wide field for labor-management negotiations across the conference table. The International Office of the I. B. E. W. has received numerous calls in the past year and a half for aid in securing advances along these lines through the normal channels of collective bargaining.

SICK LEAVE GETS ATTENTION

Among the outstanding topics to which our members have been turning their attention has been the subject of sick-leave privileges.

Unlike the other great social risks, such as unemployment and old age, the risk of health disability involves more than mere satisfying living necessities in the face of curtailed income, for medical expenses are usually pyramided above normal living costs.

While awaiting the formulation of public policy on this subject, labor is utilizing its "breathing spell" to safeguard itself wherever possible against the unavoidable and unpredictable calamity of ill health through the medium of sick leave with pay.

As a result of the widespread interest in this matter among our membership, our Research Department has made a survey of the sick leave clauses in all current I. B. E. W. agreements with privately-owned electric power and light companies. We believe that this afforded a sufficiently representative sample to typify the relative prevalence of sick-leave privileges available to all our members. In any event it is significant of prevailing policies in the electric utility industry. For the information of our members, therefore, we publish our findings herewith.

AGREEMENTS STUDIED

A total of 218 agreements with electric power companies were examined. Of these, 83 (or 38 per cent) established terms for sick-leave-with-pay plans which

Unions negotiating other important matters than wages. Sick leave privileges

had apparently evolved as a result of labor-management negotiations and thus came to be incorporated in the labor contract.

In addition 43 agreements (20 per cent of the total) indicated, through phrases to the effect that employees shall be entitled to "the usual sick leave," the presence of such privileges on the companies' properties but adopted upon the initiative of the employer rather than through collective bargaining.

The remaining 92 agreements (42 per cent) made no reference whatever to the subject. It must be assumed that many of the concerns involved in this latter category probably also have employer-sponsored policies for caring for their workers in cases of health disability. But an unwritten policy is dependent upon the benevolence of the employer. It is, moreover, readily open to favoritism in its administration. Here, therefore, appears to be a wide area for effective negotiations.

An analysis of the 83 sick-leave clauses examined demonstrates a great degree of variation, indicating the pressure of give and take during bargaining procedures.

Fifty-four per cent of the programs established a flat basic annual leave, such as one or two weeks at full pay, available after a given length of service with the company.

Another simple and widely prevalent schedule grant's one week's annual sick

leave after the first year's service and two weeks after two or three years.

A few programs have complicated sliding scales, graduating in six to ten steps from a small minimum to a generous maximum (attainable only after 10, 15 or even 21 years of service). Here we see a balancing of factors during the negotiations. On the one side we have the employees' desire to protect themselves against loss of pay at the very moment when most needed, and on the other side the employers' native instinct to reward long and faithful service when making any kind of concession to labor.

SLIDING SCALES

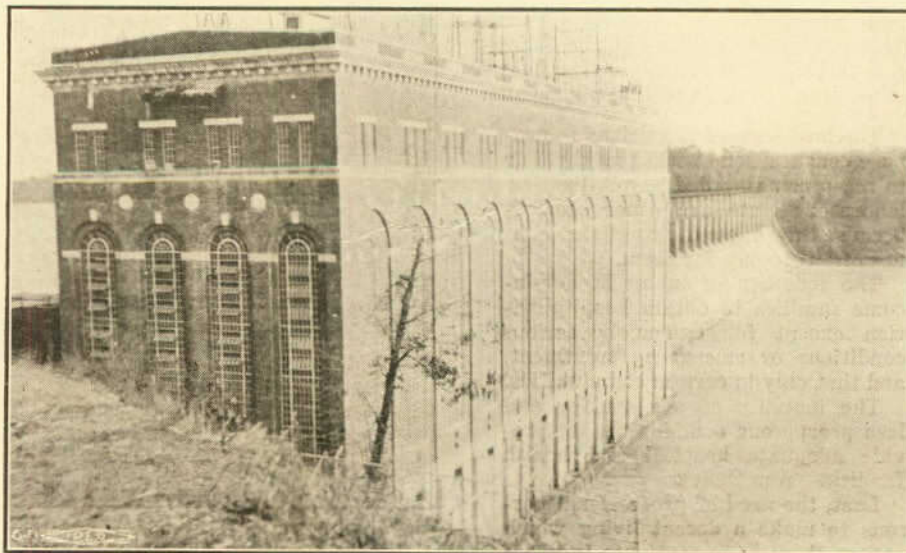
Such sliding scales extending over a long period of time are rather rare. Of the 83 plans noted, 71 per cent (59 agreements) provided for the attainment of the maximum basic annual sick leave within two years and 87 per cent within five years.

As to the length of the basic annual sick leave granted after six months, one year, two years and five years of employment, the 83 plans group themselves together in the following proportions:

Basic Annual Sick Leave Granted	After 6 Mos.	After 1 Year	After 2 Years	After 5 Years
None	60%	7%	2%	—
1, 2, 3 or 4 working days	2	—	—	—
1 week (5 working days)	9	31	12	10
6, 7, 8 or 9 working days	5	8	6	6
2 weeks (10 working days)	11	30	43	38
Over 10 working days	13	24	37	46
Total	100	100	100	100

Three devices were found in use for extending sick leave privileges beyond the basic time normally granted annually. One of these methods was to allow an additional period at half pay after the regular leave at full pay had been exhausted. Naturally this scheme makes a more liberal schedule than an inflexible, flat basic leave per year. This device has been adopted in 11 agreements. In six of them the additional period at half pay is

(Continued on page 280)



ALABAMA POWER COMPANY HYDRO DEVELOPMENT

Canadian R. R. Workers Fight With Data

By R. W. WORRAKER, Canadian Regional Council No. 2

Joint submission of the 17 Standard Railway Organizations to the National War Labor Board, Ottawa, Canada, for an increase in wages.

BY far the biggest job yet undertaken by the National War Labor Board of the Dominion of Canada is at the time of writing now in progress whereby the board is reviewing the submission of the 17 Standard Railway Organizations for an increase in the basic wages of their membership employed on the Canadian railroads. The I. B. E. W. through Canadian Regional Council No. 2 being one of the 17 and representing some 600 Electrical Workers.

The length of time which has elapsed since the case first went before the board has naturally caused considerable unrest among the membership and the fact that in negotiations of this nature premature information cannot for security reasons be given out to the members, some concern has been shown as to the effort our negotiating officers have been putting into the submission. As all of the evidence is now before the board the purpose of this article is to try, as briefly as possible, to give our membership some idea of what has been going on since last September when the case first went before the board.

The entire employees' submission was drawn up by a group of statisticians supplied by the Railway Employees Department, A. F. of L., who were assisted by the officers of what is known as the Vice Presidents' Committee of the Seventeen Standard Railway Organizations, headed by Brother Howard Chase of the Brotherhood of Locomotive Engineers. International Vice President E. Ingles acts for the I. B. E. W. on this board. The actual brief was compiled in Washington, D. C., and the membership can rest assured that the best brains of the Railway Employees Department went into its make-up.

THE COMPLETE PICTURE

The brief itself consisted of 57 pages, letterhead size, and is considered the finest piece of literature of this type ever produced. One of the most interesting portions of the brief was that part known as "Historical Development of Present Disparities in Canadian Wage Rates." This gives a complete picture of the struggle of the organization on Canadian railways from 1899 to the present time and shows that throughout all this time every cent of increase in the railroaders' earnings was not achieved without battle.

In addition to the above, a presentation covering 52 pages of statistical evidence supporting our claim was included, showing among other things the comparison

Have big case before National War Labor Board asking for wage adjustment

of rates between the American and Canadian Railroads from 1919 to 1943. Of particular interest to our own group is the following: From 1919 to 1932 the rates of electricians on the American roads were equal to those on the Canadian roads. From 1923 to 1929 the American roads increased by six cents per hour the Canadian rates and from 1930 to 1943 the difference had broadened to 16 cents per hour. In addition to the above, 23 separate exhibits covering further statistical evidence were submitted.

From the employers' brief it was interesting to note that the chief objections to our demands were based on the danger of inflation plus the serious effects our demands would allegedly have on the railroads' plans of reconstruction after the war. This is perhaps easily explained when one considers that the basic wage rate of the Canadian railroad worker has not been increased since 1929 in spite of the continued rise in wages by all other

industries since the outbreak of war. The employers having no concrete evidence to support their objections to paying out higher wages due to the tremendous increase in their earnings, had to rely on the usual propaganda one reads in the press.

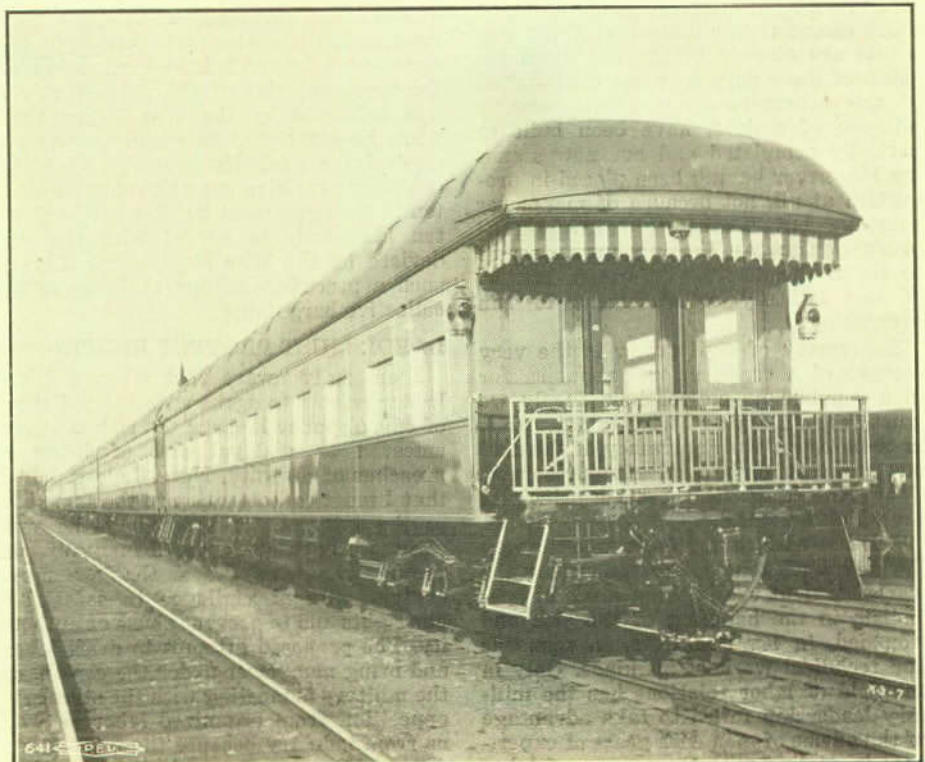
THE CASE STATED

The following two paragraphs taken from our reply to the employers' submission will serve to show to the membership the type of language used in our submission and to which it is felt you will all agree.

"In conclusion we would like to re-emphasize the fact that the railroad workers, who have loyally kept 'em rolling, notwithstanding the shortage of manpower and the tremendous strain put on railway transportation, are the only large group of employees in the Dominion who have not had their wages increased in recent years. Except for the cost of living bonus, for which they had to fight, their wages have not been increased in 15 years. Meanwhile they are the most conservative organized group in this country and have faithfully followed the orderly procedures laid down by the Government for the peaceful settlement of disputes.

"This should not be interpreted as a sign of weakness, or as an indication that the railway employees are either unable or unwilling to defend themselves against injustice by any means necessary. We would like to make it quite clear that even though the railroad workers have been "good boys" so to speak, they will not tolerate anyone taking advantage of this fact. Rather, we call attention to other groups in this country who have used their economic power to secure just

(Continued on page 280)



Canadian Government Motion Picture Bureau

CRACK CANADIAN TRAIN

Address by A. L. Wegener, assistant to the international president of the International Brotherhood of Electrical Workers, before the forty-ninth convention of the Virginia State Federation of Labor, Monday, May 15, 1944.

THERE are three things uppermost in my mind today. One is the growing insistence in the War and Navy Department circles on complete control of American manpower through the passage of labor-draft legislation. Second is a growing dissatisfaction with the manner in which labor disputes are being handled by the various boards created in Washington to arbitrate such matters. And third is my concern over the growing dependence of labor on legislation as a panacea for all the troubles with which it is afflicted.

Ever since the war started there has been constant maneuvering on the part of the leaders of the Army and Navy for control of the draft and all manpower problems. The military leaders felt that all such matters should come under their jurisdiction and control, but so far the disposition of manpower has been left in civilian hands. The labor-draft legislation now being urged by the military is only the latest in a series of attempts to bring control of production and labor under the authority of the general staff.

WHY A LABOR DRAFT?

In the face of continued record-breaking production of war materials, statements of responsible government officials that workers have been producing goods ahead of schedule and in quantities which exceeded the most optimistic expectations—why this sudden demand for a labor draft? The records show that we have built up substantial surpluses in steel, aluminum, magnesium, food, clothing and other essential war materials. Many war plants are already being shut down because of these surpluses and cancellation of war contracts. Some plants, costing millions of dollars, have been built or partially completed and are now standing idle never having been placed in production at all, not because of manpower shortage but because of already-filled production quotas. The only answer seems to lie in the desire of those in control of our military establishment to run everything.

Supremacy of civil power is the very essence of a constitutional republic, for in a republic no matter how deeply we trust the military and wish to defer to it in time of war the supremacy of the civil power ought to be zealously preserved. That truth is one of the basic principles for which we stand.

I do not wish to find fault with the way the military agencies are conducting the war. Excellent use is being made of specialists in the handling of the sick and wounded, in legal matters, in scientific and technical work of all kinds. Only in the field of labor relations has the military leadership failed to take advantage of the advice of men with years of experience in dealing with the masses of labor men.

In September, 1943, I had occasion to

Supremacy of Civil Power-- Cornerstone of LIBERTY

By A. L. WEGENER, Assistant to International President

Only
in field of labor relations has
military failed in maintaining
otherwise excellent record

attend a two-day production conference called by the War Department. I was very much impressed by the thoroughness with which the Army picked its technical advisers from experts in the professions and business. Only in the field of labor advisers was this policy of careful selection ignored.

This brings to mind one of my experiences while serving as an alternate member of the War Labor Board. For several days one of the tripartite committees on which I was serving, was attempting to compose the differences between an employer and one of the unions of the A. F. of L. We had made some progress and had gotten to the point where we were discussing seniority when much to my surprise I learned that the War Department had devised a form of seniority to be put into effect in government-owned, privately-operated plants. When I studied the War Department's prepared seniority provisions I induced the representatives of the union involved to withdraw their request for a seniority provision in the agreement. Lo and behold, I was told that the representative of the union involved was informed by the War Department when he attempted to withdraw the request for a seniority provision that the seniority provision must not only be written in the agreement but it must be written identically in accord with the one devised by the War Department. Surely such a procedure cannot truly be called collective bargaining.

LABOR MUST PROTECT RIGHTS

I am fully aware that when a labor leader refuses to agree with every dictum of official policy he runs the risk of being smeared as disloyal and of being a preacher of disunity. Nevertheless, I feel that I must call attention to the fact that in the interests of promoting the war effort we have surrendered many of our prerogatives, and I feel that we must exercise eternal vigilance to safeguard our rights and to prevent abuse of authority. The proposed attempt to draft labor and bring manpower under the control of the military is meeting with the strongest opposition from organized labor as well as from industry because there is no evidence of the need for such drastic action. It is an unnecessary infringement on free enterprise.

My dissatisfaction with the manner in which labor disputes are being handled grows out of the confusion resulting from the creation of too many boards with overlapping authority and jurisdictional buck-passing. One of the most glaring weaknesses of the present methods of government agencies uncovered in this connection lies in the creation of multiple agencies with duplicate responsibilities. When one agency fails to function as is desired by someone in government, a new agency is often created to take over its duties. This would be all right if the first agency were then abolished, but too often this is not done and the vestigial remains continue in existence with no useful function except to provide jobs for political hangers-on. Thus bureaucracy entrenches itself. A bureau is hard to kill. The last employees of NRA continued on the government payroll until early this year, 10 years after the Supreme Court killed the agency in the now famous "sick-chicken" case.

NO LABOR REPRESENTATIVES

Representatives of organized labor were informed by an official of the Navy Department in December, 1943, that the department had established a Manpower Survey Board with headquarters in Washington, D. C. Under the direction of this board 15 district survey committees have been established in various parts of the country. To date I have been unable to discover any instance in which a representative of labor was appointed to the board or any of its committees. On the other hand, industry is well represented on the board. My point in mentioning this is only to emphasize the way in which the various agencies are adding to the confusion surrounding the manpower situation and also the manner in which labor is ignored and refused representation on such boards. Sometimes labor representatives are called into consultation before such bodies, allowed to express their opinions, and then told what the policy will be. This is not real representation.

Equal representation means proportional representation, in my opinion, and by no stretch of the imagination can it be said that labor has such equal representation on any of the present boards set up to resolve labor disputes. The theory behind the establishment of tripartite committees for handling labor relations was that such committees would give equal representation to labor, management and the public. Experience has not substantiated this theory.

In a recent address made by William M. Leiserson, chairman of the National Mediation Board, before the Athenaeum, Summit, N. J., on Thursday evening, February 10, 1944, the speaker drew on his extensive experience as a labor mediator for some pertinent observations on this subject.

QUALIFIED OBSERVATIONS

"... When representatives of the A. F. of L. and CIO met with public representatives after Pearl Harbor, they agreed only that there should be no strikes or lockouts and that the President should appoint a board to decide disputes. On what basis or principles the decisions would be made was not stipulated. There was no need, of course, for any agreement on organization and bargaining rights and related matters, for these were firmly established by the National Labor Relations Act of 1935. Perhaps this explains also the failure to agree on a union shop policy, a wage policy, or any other policies, to govern the arbitration of disputes. Whatever the reason, we shall see presently that a mistake was made when the only quid pro quo for the no-strike pledge was a board without defined powers and duties and with no recognized principles to govern its decisions.

"... The experience of the Railroad Labor Board should make plain that a tripartite labor board is not the panacea that some people think it is."

Coming from a man of such wide experience in the field of labor relations, such opinions are significant. Our experiences during the past three years serve to confirm and substantiate the conclusions reached by Mr. Leiserson. Labor does not have equal representation on tripartite boards in actual practice because, in too many cases, the public members find that their sympathies lie with the industry members rather than with the labor members.

TRY THIS SET-UP

As an alternative course of action I offer the worker-employer set-up in the electrical construction industry in the United States. This is one of the earliest as well as the most successful examples of rational industrial relations erected upon what has come to be known in the U. S. as the union cooperative management basis. It is a cooperative plan for adjusting industrial relations which is not a theoretical plan but a going concern with more than 20 years of successful operation behind it. It was set up in the electrical industry in 1920 and since then there have been no major strike movements and virtually no local strikes. Before the plan was adopted it was not unusual for the union to be operating as many as 200 local strikes at one time. The first aim of the agreement was the elimination of this situation. One of the fallacies of popular thought is that labor unionists enjoy strikes. We all know this is far from the truth.

When the Council on Industrial Relations for the Electrical Construction Industry was formed, all former arbitration



A. L. WEGENER
Assistant to International President.

boards—their methods, their decisions, their failures—were closely scanned. It was concluded that arbitration as between "labor and capital" had failed in the past because any and every tribunal set up failed to inspire complete confidence. Furthermore, it was concluded that this confidence was lacking primarily because labor had come to feel that justice was stacked against it in the beginning even though so-called representatives of a third party, the public, were allowed to participate. The break with tradition was sharp and complete.

A declaration of principles was adopted embodying four main points: (1) labor should sit on the board; (2) labor should have equal representation with contractors; (3) the so-called disinterested party (who can never be disinterested) should be excluded; (4) all decisions should be unanimous.

The cooperative plan insures a democracy by dealing with the voluntary society of the workers. It guards management by making it the central source of power in the industry; it establishes industrial government without the aid of the state; it elevates craftsmanship and technology to places of prominence.

The Council on Industrial Relations for the Electrical Construction Industry is an outstanding example of what can be accomplished by the employer-employee council method. This brings me to the third problem which I wish to comment on, namely, the idea that it serves labor well to elect labor representatives to political office and then depend on them to put through favorable legislation. My opinion is that as a political office-holder a labor representative finds himself in much the same position as the labor member on the tripartite board. The odds are always against him.

It would seem to me to be better if we would follow the policy of the late Samuel Gompers and just make known the record of the politicians and particularly the rec-

ord of those who are labor's enemies. The voter will have intelligence enough to automatically vote for labor's friends.

FIGHT UNFAIR LABOR LAWS

Recent experience has convinced me that it is more important for labor to lobby against the enactment of unfair labor legislation than for the enactment of legislation in the interest of labor. I say this because it has already been demonstrated in the case of the railroad employees that legislation in behalf of labor can be arbitrarily set aside by edict. The developments in this case seem to me to offer conclusive proof that laboring people cannot hope to get just consideration through legislative action. In this case, practically by a wave of the hand a government agency which was not established by a legislative act set aside the conclusions of the Railway Mediation Board. The railroad workers' situation is not only an outstanding example of arbitrary procedure but it is also an outstanding example of jurisdictional disputes arising from overlapping authority between government agencies. The procedure in this instance is characteristic of the practice of one government agency to resort to interposition of artificial barriers for the purpose of overriding the findings of another government agency.

WHAT IS ACCOMPLISHED?

Representatives of labor have been led to believe that by agreeing to certain understandings with representatives of government agencies we could stave off the passing of restrictive legislation. I think the passage of the Smith-Connally bill was conclusive proof of the fallacy of such reasoning. Let me quote briefly from Mr. Leiserson's address of February 10 on this point.

"It is to be noted, also, that our strike situation has become worse since Congress adopted the Smith-Connally law last June which prohibited strikes in government-operated plants, and placed restrictions on the right to strike in private employment. Bad as the strike problem now is, laws to prohibit strikes provide no solution. Such laws do not abolish strikes, they merely give us illegal strikes instead of legal strikes.

"It must be remembered that the no-strike agreement was a voluntary agreement adopted as a preferable alternative to the compulsory legislation which had been adopted by one house of Congress. Now, however, the compulsory features of the stabilization program have been added to the no-strike agreement over the opposition of the unions, yet they are still expected to abide by the voluntary no-strike pledge. What started as a voluntary arbitration agreement has been turned into compulsory arbitration, and much of the present confusion is due to this change without a clear acknowledgment that compulsory arbitration has been substituted for the voluntary arrangement.

(Continued on page 274)

Primary Principles of RADAR Are Simple

By STANLEY E. HYDE, L. U. No. 18

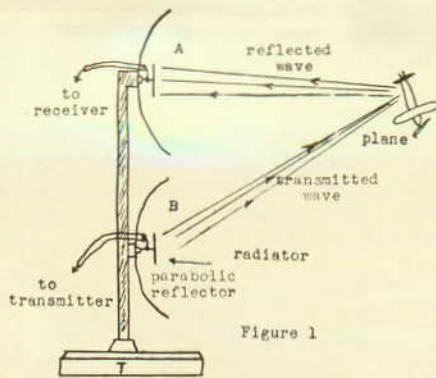


Figure 1

RADAR is helping to spell the word "doom" for the little man on the white horse, who supposedly rules Japan, and that other man with the funny mustache, Adolph Hitler.

The commander of one of our large warships, which might be in a dense fog and in enemy waters, can instantly determine if enemy ships or planes are about, even though they be miles away. His gun pointers can train their guns on the enemy with great precision, knowing the range, direction and speed of the enemy ship, making his destruction a matter of simple gunnery.

MYSTERY WORD

The name radar was derived from the words "radio detecting and ranging." It is almost exclusively an American product, although England stumbled on the same principles about the time radar was being developed here. The principles of radar are now used in a device called the radio altimeter, now installed on modern planes, enabling the pilot to know his altitude above ground level rather than above sea level. See figure 2.

RADAR IS SIMPLE

In primary principle, radar is amazingly simple. Very short radio waves are shot out in the direction being explored and upon striking any metallic objects or large land masses are bounced back again, similar to the echo from a sound wave. The wave that is reflected back is slightly out of phase with the original transmitted wave; in other words there is an infinitesimal time element concerned in the wave's emission and its return reception. This small difference can be calibrated into miles, yards or feet.

Enemy ships totally ignorant that American ships were anywhere near have been sent to the bottom by the use of radar. It is the nemesis of enemy subs.

In figure 1 is a simple illustration showing how a plane or a surfaced sub can be detected by radar. Very high frequency currents are fed into the radiator at B, behind which is a reflector. These waves upon striking the metallic surface

Many men have contributed to success of detecting device

of the plane are reflected back and impinge on the receptor antenna at A. If the base of the apparatus T were mounted upon a turntable and slowly turned continuously this would enable the surrounding territory of land, sea and air to be "scanned."

RADAR FILLED PEACE NEED

At first, the use of radar was what might be called a peace time necessity. Certain American airlines were having a great loss in passenger revenue due to some of their planes cracking up in mountainous regions. These disasters called for a device to measure height above earth rather than sea level. So it was not long before the bouncing rays were employed in this capacity.

However, the Navy's need for an enemy ship and plane detector were of greater importance to the nation than the falling revenue of the airlines, so work was started on this important invention. Many men have contributed to the present perfection of this vastly important device whose peacetime application will no doubt be of tremendous value.

Still shorter radio waves called micro waves have now been discovered whose length is measured in fractional parts of a centimeter. One such device generating these micro waves is called the mag-

netron. As to the practical application of these minute waves, no one as yet knows.

GLOSSARY (Continued)

Capacitance—property of a circuit which opposes any change of voltage.

Capacitive Reactance—the effort of capacitance in opposing the flow of alternating or pulsating current.

Capacitor—same as condenser.

Cell—a combination of electrodes and electrolyte which converts chemical energy into electrical energy.

Characteristic—a distinguishing trait, quality, or property.

Chemical—of or pertaining to the science of the composition of substances and of their transformations.

Circuit—a closed path or mesh of closed paths usually including a source of e. m. f.

Circuit Breaker—a device for opening a circuit automatically in case of overload.

Collector Rings—means of conveying current to or from rotating parts of a. c. machinery.

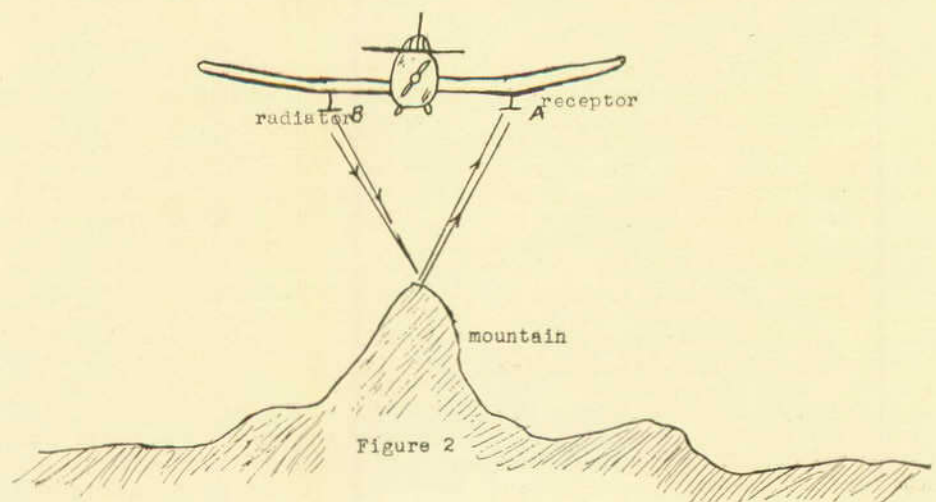
Commutation—the process of converting alternating current which flows in the armature of d. c. generators to direct current.

Commutator—the part of d. c. rotating machinery which makes electrical contact with the brushes and connects the armature conductors to the external circuit.

Commutator Ripple—the small pulsations which take place in the voltage and current of d. c. generators.

Condenser—a device for inserting the property of capacitance in a circuit; two or more conductors separated by a dielectric.

(To be continued)



Full Time Employment on Annual Basis

The Joint Committee on Post War Planning has done a great work and we hope they will continue to carry on. We most sincerely thank the joint committee. One of the topics discussed by the committee was and is that of an annual wage. The I.B.E.W. is most interested in the subject. We believe our economic future will be on a much sounder basis if we can jointly arrive at some basis of working out this problem. However, we in the I.B.E.W. do not believe it should be tried out in the construction field—from our observation it should be started in the maintenance and repair fields.

We urge our locals to collaborate with the members of NECA in various cities; also to interest themselves in this vital subject—not in the interest of greediness on one side, but in the interest of our economic future, that is, the economic future of employee, employer and the consumer.

Maintenance and repair means work that is necessary to keep a structure or project in good working condition or to rehabilitate a structure or any portion thereof when same has been rendered unsafe for service. This does not include any building operation where a structural alteration or change in design is to be made. No building operation may be part construction and part maintenance and repair; if construction is to be done the entire job must be justly designated as construction.

I would under no condition limit what is construction and what is maintenance by man hours involved—as an example, where new feeders are to be installed in place of existing outmoded ones, time elements should not be involved. This is maintenance work.

I state these views hoping that our local unions, through their business managers in cooperation with the employers, will arrive at some conclusions and go forward regarding an annual wage.



International President.

JOURNAL OF ELECTRICAL WORKERS

OFFICIAL PUBLICATION INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS



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No. 7

Electrical World Proposes During the last five years representatives of the International Brotherhood of Electrical Workers have proposed that there be greater integration in the electrical industry. Aware that the industry was badly divided, sometimes between warring factions, the Brotherhood sought to get set up an over-all committee, without power, to make recommendations on policies to the subsidiary branches. We still believe this would be a salutary measure; therefore, we are pleased to note that the *Electrical World*, powerful trade magazine of the industry, also voices this hope:

"There is a definite need for an over-all organization representative of the four major branches of the entire electrical industry. Other great industries have thus coordinated their activities as they relate to the public and they are effective. How can such an organization be created in this industry and made to operate when one of the principal units cannot agree on what it wants and what it will do? * * *

"That everybody cannot agree on all matters of policy and practice isn't what is perplexing, merely the fact that, having thrashed out their differences and a substantial majority having expressed a preference, the rest can't all leave their marbles in the game.

"If the utility industry has any thoughts of emulating the railroad industry or any other great industry that is presenting a strong front, it must get rid of uncompromising individualism and shed its fear complex.

"Disunity and fear are the industry's two greatest weaknesses today. Give them time and they will destroy the industry."

State Medicine When the American Federation of Labor drew its new bill on social security, providing, among other things, for an insurance plan for medical care, it based its policies upon a sound social insurance basis. The medical care sections of the Wagner-Murray-Dingell bill are purely a contributory plan of social insurance. They provided merely for ways of financing medical care and hospitalization. They do not outrage any of the ac-

cepted principles of Americanism such as private initiative. They do nothing toward interfering with the medical profession and its true services to the underlying population.

Despite these facts, the medical profession has attacked this bill and has spread propaganda throughout the United States to the effect that this was a plan that would undermine the medical profession.

While this contest was going on, other events of far-flung significance were taking place. In accord with past policies of the nation the Congress was providing for medical care for returned soldiers. Already several million of veterans, relics of the first World War, received free from the Government medical care at Government hospitals. When the present war is over, fully 15,000,000 men will be eligible for this state medical care in Government hospitals. Thus, quite without fanfare or objection, fully 20,000,000 Americans will be receiving the benefit of state medicine, a vastly different system from the social insurance proposed by the American Federation of Labor.

W. A. Jackson Death has entered the ranks of the Brotherhood again and taken another prominent member of the union. He was a former president of the organization—the sixth president—in the stirring times of its early formative period. Since that time W. A. Jackson had played a prominent part in the life of the electrical trade in the city of Chicago. He died early last month and his loss will be felt by thousands of veteran members of the organization.

Brother Jackson was head of the International Brotherhood of Electrical Workers from 1901 to 1903. He succeeded Thomas Wheeler and preceded F. J. McNulty.

Duties of Business Men Edward L. Bernays, one of the better-known publicity men for big business, is doing a lot of good writing about the problems of today and tomorrow. In a recent address entitled "Tomorrow's Public Relations" before a business men's group, Mr. Bernays said some frank things to business men. He declared:

"Despite these facts, some business men and business associations, not all, have for too long thought and acted as if business were the whole and not merely a part of our system of living. They have fought for an economy of scarcity, for an excess labor supply, for tariff preferments. Their own attitudes have set in motion antagonistic pressure groups whose activities they now deplore.

"Business cannot longer live in watertight or logic proof compartments. Taxes, public works, social security, old age pensions, slum clearance, standards of living, price and wage fixing, tariffs, liquidation of war contracts, rehabilitation and reconstruction, corporate income, excess profits, government and private

debt, labor-management relations, the question of cartels, enforcement of anti-monopoly laws, are all bound up with the future of the country as a whole—cannot be treated only from the interest of one group, whatever that group may present.

"The business man must keep abreast of the present and even anticipate the future in his thinking and his acting."

About Books In keeping with the spirit of the times, the American Library Association is advocating greater use of books from its libraries. It wants to place its services at the use of every American. Carl H. Milam, executive secretary of the association, writes to the *ELECTRICAL WORKERS JOURNAL* to point out that only one-third of the American people have good library service. Another third of our people are inadequately served. The remaining 35 million Americans have no local public libraries and as a rule receive little service through their state libraries.

Mr. Milam goes on to say, "We believe that public library service should be promptly extended to all the people of the United States; that the materials and advisory services for adult education should be greatly expanded; and that the war information services developed in recent years should be continued, especially for the benefit of discharged servicemen and dislocated war workers."

Mr. Milam also sets up a goal of fairness for the library. He wants the public library protected in its right to give complete access to printed materials on all sides of controversial questions.

Labor and Utilities Frank McLaughlin, president of the Puget Sound Power and Light Company, Seattle, Washington, has penned a statement on labor and management relations for the Washington labor yearbook. This statement has attracted wide attention in the Northwest for its forthright endorsement of union management cooperation. Mr. McLaughlin said:

"Labor has performed notably in this state in furtherance of the war effort, and its prestige has been enhanced accordingly. Its record is a source of gratification to all those who are its sincere friends. Labor has been patriotic and has put country above self. It has shown itself to be intelligent in leadership, capable in performance and fair in its dealings with management.

"We have today, as a result of war industrial activity, an excellent body of skilled workers. Our first order of business is to see that they have employment after the war, and to assure jobs for returning servicemen.

"Those who do not have the best interests of labor at heart are always trying to drive a wedge between

capital and labor and to create dissension. Capital and labor are natural partners—not natural enemies. Neither can function without the other. Each gains through effective teamwork. The future welfare and the security of both are definitely tied up with the preservation of the individual opportunity system, sometimes called private enterprise or free enterprise. . . .

"The individual must be regarded not as a cog in a machine, but as a human being with hopes, aspirations and a desire to better himself, and he must be assured of the opportunity as he contributes to the welfare of society to obtain a more generous measure of the good things of life. He must be allowed to travel as far as his talents will take him.

"Furthermore, to assure full employment and a high standard of living in the postwar years, there must be effective cooperation between all the producing groups. None should be allowed to benefit at the expense of unfair restrictions of regimentations imposed upon the other. Those who believe socialism a good thing should try it on their own piano first."

Pabst Award A manufacturer of beer—quite commendably, we think—offered thousands of dollars in awards for the best formulator of a postwar plan. The first prize of \$25,000 was won by a 28-year-old boy. Nearly all the plans were by men under 50 and nine out of 10 of the winners were in government service—quite a commentary on the views of judges on the value of bureaucrats. The judges were a college president, a professor of economics, a business man and a labor leader. Nearly everybody in Washington thinks that there was some politics in the first award inasmuch as it is openly and almost violently a partisan approach to planning from the private enterprise point of view.

Mr. Herbert Stein, the winner, says: "The establishment of a high, stable level of employment after the war will require maintenance of output at a level much in excess of any level attained in peacetime—perhaps 40 per cent above the 1939 level. There are two basic methods by which a high level of national output may be attained. One requires a high level of government spending. The operation of this method is visible during the war, when national output reached record levels under the impetus of a huge volume of government spending. The second method requires stimulation of a high level of private expenditure. The plan set forth here proposes measures for solving the employment problem by this method."

Certainly most Americans believe in the private enterprise approach. However, as events materialize, all Americans will watch with peculiar interest to see if private enterprise can accomplish the aim of all planners, namely, the attainment of full employment.



Woman's Work

—TPED— 414



DREAM KITCHEN THROUGH ELECTRICITY

By A WORKER'S WIFE

GIRLS, we've been practical on this page for several months now, so let's do as the boys in the service say, "take a break," and devote the Woman's Page this month to some serious daydreaming. The subject: the "kitchen of tomorrow."

This kitchen of tomorrow should be a particularly welcome subject for daydreaming to the women who read this page because in addition to the fact that every woman is interested in having an attractive, convenient place in which to cook for her family, the electrician's wife will see in this kitchen, postwar employment for her husband. The innovations, the improvements in housing and particularly in kitchen equipment, all center about electricity and when all the new stoves, refrigerators, sinks and innumerable gadgets come into being, the electrician will surely have an abundance of work cut out for him. The era of electrical drama is fast coming into its own and when the curtain goes up on the postwar scene, there will be the I. B. E. W. electrician as master of ceremonies, principal actor, stage hand, make-up artist and what have you—for the greatest show on earth.

For the past week, here in Washington, a local department store has been demonstrating the model kitchen for a postwar world as created by Libby-Owens-Ford, famous glass makers. The kitchen has everything you ever dreamed about and more—all set up in beautiful streamlined fashion.

A NEW SET-UP

The display consists of two rooms—the kitchen and a modern dining alcove. These rooms are very different from the conventional kitchen and dining domain. To begin with, the walls are of colored vitrolite offset by glowing panels of translucent glass. One side of the kitchen and one side of the dining room are enormous picture windows that take away all that feeling that we housewives experience so often—of being shut up indoors, for the garden and outdoor surroundings are brought near by the great shining glass windows. Cheerful, colorful drapes hang waiting to be pulled across the window should more privacy or less sunlight be desired.

The whole layout of the two rooms has been designed to make the kitchen and dining room—not just rooms for the preparing and eating of meals—but rooms destined to do 24-hour living duty. All the working items—stove, sink, dishwasher, etc.—once their service is finished, are covered over by handsome wood-grained counters, and a playroom,

buffet bar, workshop, living room or what have you, results.

All the working units are set at the correct height for the woman for whom the kitchen is intended. This eliminates stooping and bending and in addition, so much attention has been given to the structural details of the kitchen, that it is possible for the lady of the house to do three-fourths of her work while comfortably seated.

WHAT'S COOKING?

And lady! You should see the gadgets in that kitchen of tomorrow—just everything you can think of for your convenience and enjoyment.



COOKING IS A JOY ON A STOVE LIKE THIS

Let's begin with a description of the stove—the center of your meal-making activity. Most ovens on present-day ranges are too low and are awkward to work with. This oven unit is raised to a height which eliminates all necessity for stooping. The door of the oven is of clear glass so your roast and your cake can be carefully watched while they are baking without opening the oven door and allowing heat to escape and perhaps causing your rising cake to fall.

By pressing a button the heating element is raised or lowered to the proper height so that only that portion needed in baking is actually heated. The oven is equipped with a pan frying griddle on which the housewife can do her frying protected from flying grease by the stove's transparent glass hood. The oven also has a removable spit installed in the axis point of the oven which slowly turns,

barbecueing a chicken or a fresh ham to delicious brownness.

The rest of the cooking unit is flat and covered over by the walnut cabinet top. When the top is opened back, a light goes on in the hood of it thus lighting the whole cooking area. In this modern kitchen there are no pots and pans. The vessels are all built in—in a flat row at the back of the stove. They all have clear glass covers so that you can always see "what's cooking." Also built in with the cooking vessels are an automatic toaster and a combination waffle iron and sandwich grill. The stove also has a warming compartment and a section for the heating of canned foods as well as a special set-up for double-boiler activity and an arrangement for baking and frying small dishes so that the oven does not have to be heated in all cases. All cooking is time-and-temperature controlled which factor gives the housewife many more leisure hours.

Built in just next to the stove is the special electric food mixer which also has meat grinder and juice extractor attachments. This mixer is permanently installed and designed to reach every necessary point. Wouldn't this be wonderful for seven-minute frosting?

EVERY CONVENIENCE

Now let me tell you about the sink. First, water is turned on by a foot pedal. This leaves both hands free for the work at hand. Just as in the case of the stove, when the cover of the sink is raised and slid down behind the unit, it carries its own lighting unit to illuminate this working area. It is faced with a vitrolite splash panel for sanitation. In the kitchen of tomorrow there is no pail for disposal of garbage. It is all dropped down a small compartment in the sink where it is ground up and disposed of. And ladies, think of this—with this modern sink you may have water at any temperature you desire. There's never any need to boil water on the stove. Just set the thermostat on the kitchen sink to the requisite 212 degrees and out it boils! Adjoining the sink is the built-in dishwasher—a lifesaver to any housewife.

Between the kitchen and the dining room is an attractive service counter in the natural wood finish common to the rest of the room. Just below this counter is the built-in refrigerator. This refrigerator is four times the usual size and yet it seems to take up no space at all. It has individually controlled cooling compartments with even a deep-freeze unit for freezing your own vegetables and fruits.

(Continued on page 274)



Correspondence



L. U. NO. 1, ST. LOUIS, MO.

REMINISCENCE

Editor: Twenty-three years ago in the July issue was the first article written by the *Lover of "Light" Work*. Just a bit of the article is as follows:

Officers elected at that time on June 25, 1921, were: James F. Casey, president; J. McGinn, vice president; Joe Rapp, treasurer; Jack Hartman, financial secretary; Walter (Tabby) O'Shea; J. Grenia, foreman; Tom Poag and Roy Upton, inspectors; Fred Frisby, Steve Garrigan, Ed Gibson, and Bill Mahoney, executive board, wireman; L. Besinger, A. Kalbfleisch, E. Minor, and J. Truhe, executive board maintenance men; and Garry Spencer, business agent. We were doing business at 2651 Locust street.

Newman's baseball dope appeared at the end of the article. Game opened with Candy at the stick and Chickenpox catching. Cigar was in the box with lots of smoke. Pepper in the field made it hot for the umpire, Apple, who was rotten. Lightning came to bat and struck out. Then Axe came to bat and chopped. Cigar let Board walk and Sand filled the bases. Song made a hit to Cigarette and got a home run. Cigar went out and Dynamite went in to pitch but blew up in the fourth inning. Then Home Brew tried but went wild. Ice kept cool in the game until he was hit by a pitched ball, then you ought to have heard Ice scream. Cabbage had a good head but was green, but Grass covered lots of ground in center-field. Popcorn popped to right field and the crowd cheered when Spider caught a fly. Bread loafed at third base and missed the bag. Piano, who was all tuned up, played a fast tempo and put out West, and Box was nailed at the plate. In the sixth inning Wind began to blow what he could do; Hammer began to knock, and Trees began to leave. Ford was rattled when he bumped into Horn, who lost his pitch. The way they roasted Peanuts was a fright. Knife was put out for cutting first base. In the ninth inning Apple put Horn, who was foul, out of the game. Fiddle then played first base and was terrible. Trombone made a slide and Sandwich was put out on the plate. Betting was heavy, and Mop cleaned up. The score was 4-0. Door said if he had pitched he would have shut them out.—By M. A. NEWMAN.

This was requested by two old-timers of Local 1 at our last meeting. What a memory!

Eddie Hook, Abe Siegel, Red Dailey, and Homer Simpson, AND 20 other members of the picnic committee were satisfied with their efforts when almost 2,000 members and their families turned out to the northern part of St. Louis county at Chain of Rocks Grove on Saturday, June 10, enjoying one of the best picnics No. 1 Local of the I.B.E.W. ever had. The harmony of the picnic was enhanced by a six-piece orchestra of the writer, playing strains from as far back as the St. Louis World's Fair. In fact, it was a concert from 7 to 11 P. M. A sound system was draped to the four corners of the spacious basket picnic grounds and music in the flesh was enjoyed—instead of the merry-go-round juke box.

There was entertainment—soda, candy, ice cream, barbecues.

READ

In defense of working men, by L. U. No. 3.

It is good to be your "brother's keeper," by L. U. No. 68.

Salute to our fighting men, by L. U. No. 104.

L. U. No. 124's postwar problems have begun.

Labor must take a leading part, by L. U. No. 230.

Patronize the "right" firms, by L. U. No. 611.

L. U. No. 980's "dander's up!"

Thus our able correspondents probe deep into those forces which affect the lives of labor unionists.

Oh yes! And beer—enough to float your sorrows. Anyone would have thought these wiremen and wirettes were old-time horse-shoers. Those who couldn't win in the regular running in the races slid in. Shorts—yes, on the gals and the men. Plenty of young blood missing—gone to the wars—God bless them—and we're all praying for their safe return.

The girls played a swell softball game and the men worked off a few pounds and both sides won 87 to 65 for the girls and 2 to 1 for the men that they would not play till the next picnic.

Due to the shortage of tin containers we were asked to bring them. Those who didn't have cans, stew pans, mugs, pitchers—used syphon hoses from their tool kits that had been used for blowing soapstone and smoke in conduits. All enjoyed themselves what with the ball game, card game, crap game, and the game of life.

(To Be Continued in August)

M. A. MORRY NEWMAN, P. S.
The Lover of "Light" Work.

L. U. NO. 3, NEW YORK CITY, N. Y.

Editor: Please publish the following communication from Brother Frederick V. Eich, a member of our Educational committee:

Much has happened on both the war and political front since our last letter. Of first importance in our eyes is the taking over of the Montgomery Ward outfit by the Government and the torrent of criticism and propaganda poured forth by the reactionary, anti-labor press. There was not one word of censure against Sewell Avery for attempting dictatorial methods of dealing with the workers in the plant, methods that were contrary to the directives of the War Labor Board, the laws provided for such emergencies and to common decency. No mention was made in most of the papers of the fact that last year, before Avery would sign the contract with his employees, the President, with the

nation up to its neck in a war, had to issue a special order directing Avery to comply with law.

No mention is ever made of the many times employer non-cooperation is to blame for strikes. It is always the working people that are to blame. Strikes that are unauthorized and purely local, that in peace time would be ignored or at most receive a line or two, are blown up to front page features to make the uninformed think that if labor isn't subdued the war will be lost. The truth is that when all the time lost by strikes is added together it amounts to only a fraction of one per cent of the total time of all those working in war industries.

This is not to be taken to mean that we condone strikes in war time, but it is not too hard to understand how human beings can be driven almost to desperation by the injustices of the Averys of the employer group. It is easy to say that for the sake of the war effort labor must take a wallop and turn the other cheek, when some other guys are taking the wallop.

The die-hards of industry realize that if they can't wreck the unions by using the war as a lever, they will never wreck them, and as time passes they become more desperate and resort to any means to create disturbances for which labor can be blamed. The fact that many if not most of these disturbances are centered around CIO unions, does not alter the fact that we should all be concerned. If these union wreckers ever get the upper hand they will never stop until all advances made by labor in the last 50 years have been nullified.

A bright ray of sunshine for the "common people" was the recent news of the defeat, in the primaries, of two of Martin Dies' committee henchmen, Costello of California and Starnes of Alabama, followed by the statement of Martin himself that he could not run again because of ill health. Then again there are people who love to dish it out but can't take it themselves so take a powder. These defeats show that as Abe Lincoln said "You can't fool all the people all the time," and that there is one very effective way to indicate what you think of the way your money is spent.

Political reactionaries have again given the old heave-ho to the anti-poll tax bill and to stall it off as long as possible have suggested a constitutional amendment, not forgetting that it takes only 13 states to defeat an amendment and that there are eight poll tax states to begin with. Need we say more? It is just another political move to hamstring the soldier vote and to forget the support of people who think, like George the III of England, that taxation and fighting your nation's battles without representation is justice for four-fifths of the population of the poll tax states.

At this writing our forces in Europe and the Pacific are doing a grand job and we pray that they may continue to do so that all foreign dictators may be wiped off the earth. While they are doing that let us not permit our home-grown would-be dictators to get the upper hand.

JERE P. SULLIVAN, Pres.

L. U. NO. 7, SPRINGFIELD, MASS.

Editor: In just a few days we will have Memorial Day with us. Nearly half the year is gone and still our members are leaving every day to work for Uncle Sam. It will not be the Memorial Day of former years for it will be more a day of sorrow than pleasure for quite a few of the families in America who have lost a number of their relatives in this great conflict in faraway lands and have no graves to decorate.

But our country will have her parades in good fellowship and the churches of all creeds will be visited and there will be praying for the dead and for the living, for a speedy return of loved ones and for a speedy ending of the war.

We have been getting some real nice letters from our boys around the world and it surely has been interesting to hear about the different parts of the world they have been in, but they all say there is no place like the good old U. S. A., and we surely are all glad to know we have not heard any bad news from any of our members as yet.

Our secretary, Scotty Jones, received a very nice letter from our former business manager, Charles Caffrey, telling about his travels in and around London and seeing the different ruins of the country but still the people's hearts seem to be in good shape in spite of their homes being gone and everything they owned either lost or burned, but they are not giving up faith and are still fighting on. We all hope Charlie does not get in the way of those German bombs and keeps on sending us those very interesting letters about the war front.

I heard good news that our international organizer, Walter Kenefick, has left the hospital and is recuperating at home and is on his way to getting back on his feet again and will be able to drop in to see us once again at our meetings. It surely has been a long time since we had a good talk from Walter Kenefick and I hope he has not lost any of his voice since he has been sick. I know the members and myself hope for his speedy recovery.

We still have quite a few out-of-town members with us and seem to be enjoying our good old New England spring weather.

EDWARD A. MULLARKEY, P. S.

L. U. NO. 28, BALTIMORE, MD.

Editor: This writing finds us somewhat busy although marine work has tapered off. In fact at one of the yards the boys were compelled to take a 10- to 14-day furlough. With work opening up to some extent in other jurisdictions some of the out-of-towners are slowly drifting homeward. Not a few were with us quite a few years.

In reading through *Labor* of May 20, we find some very interesting reading. Here we learn of the activities of Gannett and Pettingill, who are sponsoring legislation and collecting enormous sums to conduct a fight to lift the tax burden from the very wealthy and place it on the already overburdened backs of the workers. The campaign has been going on quietly but extensively for some little while and almost escaped notice but for the exposure by Congressmen Sabath and Patman. The worst enemies of labor are backing the fight.

The National Association of Manufacturers has for years been contributing free news service, cartoons, etc., to newspapers unfriendly to labor and only lately were the activities of this organization exposed by its offer to a friendly newspaper, that is, friendly to labor. Nothing is too small or too low for these immensely wealthy outfits.

We find that one of the Chicago newspapers which featured Pegler regularly, has now dispensed with his services. Pegler proved

★ ★ ★ ★ ★ ★ ★

Their Father's Daughters



The I. B. E. W. has the honor of having for a member, the only Navy man in the United States having three daughters in the service of the Navy also. This is a fact recorded in the Navy's records. The member is Brother Clarence West of L. U. No. 725 of Terre Haute, Indiana. Brother West served in the first World War and when the United States entered this war, Brother West signed up with the Navy again. Then the Waves were authorized and Brother West was the proudest father in the country when his three daughters enlisted.

Here they are—a Navy family to be proud of—pictured here with their father (left to right): Betty Jane, stationed at Pensacola, Florida; Maxine, stationed at Great Lakes, and Geraldine, stationed at Patuxent River, Maryland.

himself an ignoramus on some of the subjects he discussed in this paper.

Canada has done an extremely sensible thing in clamping down on lying propagandists who broadcast their poison over the air. A mighty fine example for us to follow.

We learn at this time that "Pop" Kindle, a member of L. U. No. 28, has opened the "Mt. Vernon Dining Rooms" at Ocean City, Md., and solicits the patronage of all union members.

We are not so sure that all the boys in the marine field are aware of the fact that they do not come under workman's compensation law in case of injury. They are actually covered by the Longshoreman's Act. We think the benefits are not quite as good as the former, we're not well posted on the details at the present.

The executive council of the I. B. E. W. favors and passes on the idea of a free initiation fee for qualified applicants from the ranks of the ex-servicemen.

In our estimation all heroes are not found on the battlefield. One can look around and find real heroes in our very own ranks in the everyday battle for a living on the industrial front. We can't help but point out one of our Brothers, Ray Kries, who went through a terrible and trying ordeal in an

explosion which left him in a very bad state due to the burns and resulting scars and injured tissues. Ray took time out to exercise and work out his stiffened muscles, suffering great pain in the process but he's slowly regaining use of the injured limbs. Our best wishes for a complete recovery, Ray.

We've read and heard a number of times that the boys at the front do not get the proper and true story of labor's activities at home. All news furnished them is highly colored and you can be sure not in our favor. Some ways and means should be found whereby the real news of our activities on the home front can be furnished the boys in the various parts of the world, even if in a condensed form. By all means let's counteract the poison fed them before they start sharing the opinion that they're fighting a useless battle.

The sick list found:

Leslie Bley improved.

Steve Gleba improved.

Fred German with lobar pneumonia.

Jim Stickler with appendicitis.

These are but a few, the complete list would occupy too much space. We wish to record the death of Jacob H. Johnson, one of our linemen, on May 5.

In the service we can mention a few that come to mind:

Bill Cadell's son is in the Coast Guard, lieutenant (j.g.) now in England.

George H. Cuffarith, fireman first class, is stationed at Bremerton, Wash. He's the nephew of Charles Mooney.

Ollie King has his three sons in the various branches of the service.

At present we're on the eve of our bi-yearly election. When this appears in print the battle will be over and the following issue of the JOURNAL will give complete details.

R. S. ROSEMAN, P. S.

L. U. NO. 68, DENVER, COLO.

Editor: Your correspondent recently read a statement by a sports writer to the effect that he was not his "brother's keeper." For such a statement to be made by a person of his supposed intelligence was amazing. The real union man, however, will not hold with this contention. One of the basic concepts of organized labor is that we are Brothers and as such should support and sustain each in all our honorable dealings, so far as these dealings affect the common good.

At the present time, when there appears to be a shortage of manpower; when the membership has grown almost magically; when the unions are brought to the attention of more people than ever before, now is the time to give serious consideration to what the future may hold. Now is the time that each of us, by conduct and word, can make our future path much smoother or rougher. Now is the time when, by every means available to us, we should see to it that our newer members are imbued with the real spirit of unionism and the older members can profit thereby. If we are not our "brother's keeper," can anyone see the necessity for social security? For better educational facilities? To raise standards of living or provide medical care?

It appears then that by: 1. Conducting ourselves as responsible, skilled craftsmen; 2. being able to explain in understandable language the real purpose of our organization and the commendable war record of labor; 3. having a definite program for the advancement of the union in present and postwar civic affairs, we should therefore be able to prove to ourselves that we are essential to one another and to others and that we are an important factor in the economy of our present society.

A goodly number of our members will go fishing Memorial Day, so we should be prepared for some tall fishing tales. The writer understands that among those going will be Glen Ellenberger and Carl Early. To those of us who know these Brothers, well, no more need be said.

GLEN H. GILBERT, P. S.

L. U. NO. 79, SYRACUSE, N. Y.

Editor: If war is good NEWS, then peace must be GOOD news. Would I "stigmatize the sword?" Not so rapid, Brother. My heraldry has not always been woven of dove feathers.

This May morning is the wrong time to try to glorify the sword. This garden of the Lord is the wrong place. One just can't get on with it.

Watch that over-stuffed robin. And the itinerant rabbit—rabbit and lettuce beds—well, that smacks a little of war, domestic or civil war.

Now for the meat of the potpie, if any. If I declare war on little wife, Susan Jane, or my employer, both of whom are partners in the machinery of living, what code have I to guide me? None at all. Nor could there be in the most senseless form of warfare possible, people destroying their own homestead.

How would it be to eschew all common news, all reports of facts indefinitely and go into solitary retreat when perplexed with some doubtful challenge? Facts are but little vari-colored barnacles on the ship of life indicating perhaps where she has voyaged. Truth is the ship itself bearing honest folk to seek a new homeland, or brave men to light some sunless land with their torches of freedom and decency.

Now, this vacillating, verbose preface leads us somehow to the reminder that we, a short while back, wrote and talked civil war, stoppage of work and everything. There must have been something screwy in our thesis. Today regarded from the bright, tranquil eminence of May month, it all looks so unreal.

Countless foreign lands are sanctified by the bravery and heroism of American youth. Is not this forgetfulness of self?

It is just possible that we forgot to forget ourselves.

Happily, our snarled skein was untangled by patient, competent hands and woven into honest homespun which we may all wear with honor.

THOMAS BERRIGAN, P. S.

L. U. NO. 80, NORFOLK, VA.

Editor: The end of another month is here so here goes for a few lines for the "Lap-over."

The sick committee reports Brother M. C. White, Jr., as having sustained a broken foot while on the job at Chincoteague Island, Va. Latest report is that he is getting along as well as can be expected. No other illness has been reported.

At the last meeting (May) a new entertainment committee was appointed. Their objective is "finding a place" and making the necessary arrangements for a fish fry. The locating of a suitable place seems to have been the greatest difficulty in the past. I'm sure everyone hopes for a favorable report from them at the next meeting.

The State Federation of Labor held its annual convention May 15, 16 and 17 in Richmond, Va. Delegates from Local No. 80 were Brothers J. C. Russell, H. A. Tarrell and J. C. Harvey. It is readily seen in the news reports that the "old iron hand" or the machine still rules. I'm sure we will have a detailed report from our very able delegates at our next meeting.

The steering committee of the labor advisory council is very bitter in its fight against inflation. Both civic and union groups are organizing in an attempt to arouse more interest for the welfare of all.

Everybody seems happy and all are anticipating many things for our local elections. Yes, I know the election will have been held by the time you read this.

To save space and everyone's time, I'll say—"That's all from the 'Lap-over'" (where Virginia laps over into Carolina).

E. A. "MACK" MCCULLOUGH, P. S.

L. U. NO. 86, ROCHESTER, N. Y.

Editor: It has been some time since Local No. B-86 appeared in print and a lot has happened since that time.

Nearly every meeting, under "good and welfare", "Manny" Price has to rise and ask what is the matter with our press secretary. Well, we could take that but one night "Old Bill" Cook was there and he stuck in his 25 cents worth and wanted to know why we always had a letter in the WORKER when we were working, sometimes a 1,000 miles from home, and when we were home couldn't get a couple of paragraphs in. We couldn't take that so we oiled up the typewriter and here we are.

We do not know at this writing what

issue it will appear in but as it is all past history it won't make much difference.

We will start back on November 20, 1943. On that date Local No. B-86 held its 44th anniversary banquet at the Powers Hotel.

That in itself was not so important, though we surely are proud of our having been in existence all those years. But the high light of that banquet was the honoring of 58 of our members who have been in continuous good standing for 25 years or more.

After the dinner these 58 Brothers were called to the speakers table and before all the guests and members were presented with 25-year service pins. Our only regret is that we could not give "Old Bill" and Ben Pitt 44-year service pins as they were and still are charter members, and Ben is still active in the trade besides being our treasurer.

Hardly anything we do would be complete unless Buffalo Local No. 41, was there and this occasion being no exception, Brother Bill Fisher was there, with other members of "41", in the capacity of toastmaster. It was a crowning achievement of Local No. B-86 to honor those Brothers and we hope in six more years to have our 50th anniversary banquet at which time "Old Bill" and Ben Pitt will be on hand to receive their 50-year service pins.

Last, but not least, on the back of our

CAN YOU DO IT?

Brother Ray R. (Old Juice) Welch, of L. U. No. 415, of Cheyenne, Wyo., says that the members of his local liked A. C. (Nick) Carter's "Can You Do It?" very much and would like to have more of the same. He is submitting some questions to test your knowledge.

Incidentally, Ray explained to us how he got his nickname. He said years ago because of his last name Welch, he became known as "Grape Juice." Then due to the profession he began to be called just "Juice." Years have rolled by and gray hairs have appeared, so it's "Old Juice" now.

Brother Welch says his questions are usually asked by the so-called "green helpers," but intelligent questions like these sometimes make him wonder how much knowledge the years on his service badge really represent. Lots of times the best reply to some of these questions is, "I am a student, too." Do you know the answers?

1. What is the code identification mark on plug fuses having a capacity of 15 amperes or less?
2. On the lamp bulb cartons that you see on the dealer's shelves you will notice the markings A-19, G-25, T-8, P-19, PS-30, etc. What do they mean? Answers next month.

Answers to Brother Leon Wadsworth's "Can You Do It" that appeared in the Journal last month are arriving at the office every day and some very nice drawings have been submitted by a number of our members. Here is the answer to Brother Wadsworth's problem as illustrated by Brother Robert H. Speakman of L. U. No. 1340, Newport News, Virginia.

Thank you Brother Speakman and let's have more "Can You Do It's" from other Brothers.



banquet program were the names of our 30 members who are in the armed services of the United States. Two of those Brothers have been reported missing in action, Brother Robert Dixon, Jr., and Brother Dean Marriott.

It is our earnest hope that the old adage "no news is good news" will prevail in this case and that in due time we will hear that these Brothers are alive and at the worst, prisoners of war.

In December 1943, our business manager, John Downs, was elected president of the New York State Association of Electrical Workers. The year previous he served as vice president.

Along about December last, Local No. B-86 decided that it had outgrown its old quarters so a committee was appointed to look for new ones. Brother Alex. Kinmond, the genial chairman of our entertainment committee, and Brother "Hermy" Kuhn were appointed on that committee with yours truly as the chairman.

It was surprising, the lack of quarters suitable for our purpose and we spent months looking for them. We finally found a fine meeting hall at the Moose Club and offices and executive board chambers in a modern office building close by.

At our first meeting in our new quarters there was Local 41 again with its genial business manager, Jack Callahan, and President Leonard Koepf (I hasten to add "Nigger" otherwise many reading this would not know who Leonard was). Brother Harry Jordon, B. M. of 237, Niagara Falls, came near to being there too—he was in town but couldn't stay. Can't figure that out because when "the Nigger" and Harry are in the same town they generally get together like ham and eggs.

(To Be Continued in August)

CARLETON E. MEADE, P. S.

L. U. NO. 104, BOSTON, MASS.

Editor: "With great price obtained I this freedom." Bible.

When the flood that sweeps over the world and carries with it good and evil, shall have deposited its impurities, what names shall float on the surface of the quiet waters? Who will be considered the true heroes of our modern world? Will it be those who gave the terrible signal that opened those flood gates, or those who went forth, even at the cost of their lives, to stem this tide of evil that a reign of liberty and fraternity might be set up in the world by peace and harmony?

And must we wait until the storm clouds are over and the sunshine of peace and good will flood the earth before a well-earned eulogy shall have been said on these precursors of that reign of liberty and fraternity? Local No. 104 is honored in being allowed to express its profound respect for the men and women, and especially the men of our beloved local, who have lifted contemporary history in one step from the commonplace to the heroic. The cause for which you struggle is so pure and noble that to the conscience of mankind it has assumed a victorious majesty which nothing can minimize. Defending the liberty of America you are defending the sacred patrimony of all civilized peoples. You are fighting for a principle which is the basis of life in every modern nation. You are giving your blood, not for your individual interests, but for an ideal which belongs to all. And from all peoples an immense wave of affection and good will sets towards you, our Brothers, whose names will henceforth be written with those of the great liberators of the world. And while L. U. No. 104 emphasizes the heroic in the struggle that you are engaged in, she is not unmindful of the price you are called upon to pay for the victory that surely shall be

yours. You went from the luxuries of home to the fatigue of march; from the family table of plenty to the tin cup and the tin plate; from the warm room to the torn tent, letting in the hot sun and the chilling rain; from the easy bed to the bare earth; from clean clothes to outfits dirty and torn and unchanged for days and even weeks; from the fireside to the battlefield; from love to hate and, to some, from life to death. Who but you will ever know or will ever tell what sickness and sorrow, what privation and pain, what death and desolation, what sadness and separation, what affliction and grief were your lot in this titanic struggle that has gripped the world.

We would remember also those others to whom all honor, love and respect are doubly due; the widows, mothers, sisters, sweethearts you have left behind. They bear uncomplainingly every burden, meet with unshaken fortitude every sorrow, and as you are called in line to face the battle, they with equal courage and bravery bear the pain, meet the sorrow and carry the burdens that war, ever and always, inflicts on an heroic womanhood.

Men and women in the service of your country, Local No. 104 salutes you. The statesmanship, the learning, the wisdom, the genius of the world lay their tribute at your feet.

HAM, P. S.

L. U. NO. 124, KANSAS CITY, MO.

Editor: We're always opening up our typewriter and sticking our foot in it. Last month we sent in an appreciative paragraph about the local's educational committee, naming the members—all but one. He is Tom Cales, one of the most active and earnest workers on the committee. The omission was just one of those things, like an engineer missing a block signal. Anyway, our face is properly red.

According to this or that military expert the war is nearly over, or it has a long way to go. Take your choice. Be that as it may, this union already has symptoms of the postwar headache. The business manager is called to straighten up a skate job and he finds it manned by men who have skimmed the cream off the big war construction projects and now are willing to undermine the wages and working conditions they have been enjoying the past two or three years. These men fall into various groups: small-town contractors, handymen who have developed into fair mechanics in the three years of war work, and home-town wiremen who have skated it here for years. The first two groups present no great problem. It would be unfair to them as well as to the local members to take them into a unit which has only as much work as will keep its tried and true members employed in normal times. The home-town non-union wireman is something else again. He is often a good mechanic and has his home established. He has lived here and worked at the trade for years. The presumption is he will continue to do so. Take him in? It goes against the grain to share your hard-won conditions with one who has done nothing to earn them. And won't another skate bob up to take his place? But is it better to have him for you or against you? This problem isn't Kansas City's alone, it is true of every city in the nation that has had any amount of war construction work, and each local must solve it according to its own lights.

However, it and all other postwar problems must be measured by the question "Is this solution best for the local?" if the Brotherhood is to survive.

MARSHALL LEAVITT, P. S.

L. U. NO. 212, CINCINNATI, OHIO

Editor: By the time this issue is in the hands of our members another election will be just about history. An election of officers in a local union is a thing of great interest to every member because it is *your* future and mine. So, Brothers and friends, support to the full extent of your ability your officers, because any officer or executive is only as good as his supporters and co-workers make him.

On our military activities I shall report that on May 8, 1944, our Brother C. Elwood Kenkel (son of Clem Kenkel) departed for Navy duty. Good luck to you, big fellow. We note that Frank Anson, E. M. C1/C of the Navy Seabees was home for a few days around the 26th to 29th of May. Our heartiest congratulations for the fine promotion to the new Major Prov. Winkler of the cavalry, stationed at Fort Knox, Kentucky.

And to Major and Mrs. Prov. Winkler our sincere good wishes for the good health and long life of your newly arrived blessed event. On May 24 at Fort Knox a boy was born to Major and Mrs. Winkler.

On our further military activities we report Richard Maley of the United States Marine Corps home on leave from California for a few days in the latter part of May also.

We see "Chick" Maley back in Cincinnati again from Miami, Florida, away from his crockery work. Our thanks to Bob Tindell of L. U. No. 349 for your considerate treatment of our boys in your midst. Regards to our boys in Panama.

Our sick list is somewhat better. Still must report John Neiberding and Sam Keller ill but William Vickers and Harry Espelage went back to work. Ollie Blasing and L. Crim are still under 'the weather' though and always keep going Carl Voelmecke.

The date for Local B-212's annual picnic has been set for Saturday, July 22. So all of you come out. Come one, come all; and bring your wife, mother, sister, brother or sweetheart. Let's all get together for a grand time. More details next issue. And so with a constant prayer for each and every boy of ours in the service of our country on my lips and in my thoughts until next issue, it is once again

Au Revoir
212's News Hound,
EDWARD M. SCHMITT, P. S.

L. U. NO. 230, VICTORIA, B. C.

Editor: Many months have elapsed since this local gave an account of its activities, mainly for the reason that the active members have been too busy doing things to find time to write about them.

War work and the addition of B members have expanded the local to more than double its pre-war size, and brought its troubles too.

An influx of new workers from the interior, mostly without any knowledge of the trade union idea, has not made it easy to maintain or improve conditions. We can, however, safely say that we have the best conditions for shipyard workers in Canada, out here in B. C.

One spectacular fight, in which this local took a leading part, was the battle to abolish a notorious order-in-council issued by our Federal Government to stultify if not entirely kill the organized labor movement of Canada.

We helped to organize and finance a campaign against the order which will long be remembered in these parts.

During the civic elections a member of this local was nominated along with three other labor candidates for seats on the city council. Considering the conservative tradition

prevailing here, the four labor nominees made a very good showing, although they were not elected.

Our Trades and Labor Council, although small, is a very active body. We give it all possible support, both financially and by the regular attendance of our delegates. Our president, Brother H. L. Duncan, is also vice president of the council.

Postwar problems occupy the attention of many of our members. Brother Ed Balma, the chairman of the committee on that subject, is beginning to look like Atlas, the mythical gentleman who carried the whole world on his back.

Small wonder, Ed, there are too few of your kind and too many of the kind who want to be carried.

As one of the trades that will be actively engaged in postwar expansion and development, we feel it incumbent upon us to help in the planning of this work, and propose to start at the beginning, the supply of cheap and plentiful light and power.

The major public utility of this province has a financial history that almost defies analysis if one is trying to arrive at a fair purchase price.

Reports of public inquiries into its structure have shown us the impossibility of recommending its purchase to the public. We are now faced with the issue of working for a province-wide scheme—or confining our ambitions to a purely local affair.

Whichever course we advocate must be based on sound reasoning and capable of easy assimilation by the general public.

We would welcome news and views on public ownership of electric utilities from any readers of this JOURNAL.

Federal orders in council have not as yet made collective bargaining in Canada any easier. The old days when the union brandished the club of stoppage of work in the employer's face are gone. Incidentally his club, the lockout, is also laid aside.

Instead, both sides sit up late at night reading the latest order-in-council trying to decide just what the Government means and what advantage can be gained from it.

So far the employers have gained their usual advantage from all Government orders, delays ranging from days to many months, all of which saves them considerable cash at the workers' expense.

While eastern Canada may regard the new order No. 1003 as a Bill of Rights, we in the west are not so pleased with it.

The decision of the A. F. of L. not to participate in the proposed International Congress of Trade Unions aroused considerable resentment in B. C.

Never has the time been more opportune for labor on this continent to take a leading part in the shaping of the world of tomorrow. The criticism we have to endure from opponents of the A. F. of L. is in many cases not fit to print, and does not help to advance the cause of labor at all.

In closing, we wish to extend greetings to all out-of-town and former members of this local, with a hearty invitation to them to visit us whenever they happen to be in town.

F. BEVIS, F. S.

L. U. NO. 245, TOLEDO, OHIO

Editor: Toledo union labor came to the front in a very fine fashion when the Central Labor Union gave a dinner to honor our American Federation of Labor president, William Green. Frank Fischer, president of the Central Labor Union, was master of ceremonies. "Mike" Leyden, president of the Ohio State Federation of Labor, did a swell job as toastmaster. Grove Patterson of the Toledo Blade, Charles Racine, Toledo Red Cross, and Arthur Jurrus, Toledo councilman, were

guest speakers. Phil Hannah, secretary of the Ohio State Federation of Labor, gave a splendid talk on "Postwar Plans." The high light of the evening was the fervent and vigorous speech by William Green.

The speakers were all well received. The evident, undivided attention which could be seen and felt, was a sincere tribute to the distinguished guests. Among the 500 diners were many from local No. 245.

Nida Pangle Bell, active member of the Waitresses Union and former business agent, was banquet committee chairman and received high praise for the dinner and arrangements so successfully accomplished. All agreed the "affair" was a real success. The popular song of recent months seemed to be the theme song of the evening—"Why don't we do this more often, just what we're doing tonight."

Many distinguished people were present from all walks of life and all sections of Ohio.

Two former members of Local No. 245 have received merited promotion by the Edison Company. Charles J. Sullivan, former assistant superintendent of the line department, is now filling the vacancy left by the untimely death of Orie T. Rankin. Orie is keenly missed by the "old timers." The line department expects much from C. J. S. and wishes him lots of luck.

Gael Brown, former line foreman, is now assistant superintendent of the line department. The "boys" wish you well, Gael and will help you deliver the goods. H. A. Tuller is back at Acme and feeling better. Harold says the Army is O. K. but the malaria germ is as sneaky as the Japs. George Thomas is home from the Merchant Marine Service. Tropical fever floored George for a while but he expects to be back in uniform soon transporting supplies for four other Brothers in the Navy and one who expects to be in by his next birthday.

Sgt. Lloyd Buehler, listed as missing when his B-24 bomber crashed over Italy is now a German prisoner of war. A propaganda shortwave broadcast to this country revealed this information and mail contact has been established. Merle Wherle was home from a visit and is looking fit and ready.

Charley Nevers is happy again. His daughter and son-in-law were home for a visit and Charley is apparently five years younger.

I can understand a fellow being late—BUT how come a fellow in the switch house was eight hours early one morning? Lots of pep? Vacations will be different this year, Yep, Ma wants help to clean house and since gasoline is short, Brother you will have to think hard to duck that job.

Good luck and IF you succeed—tell me HOW you did it.

D. D. DETROW, P. S.

L. U. NO. 274, EAST ST. LOUIS, ILL.

Editor: Well, here we are again right back in line where every good local belongs and here's the news.

The East St. Louis Illinois Central Trades amended one part of their by-laws so that they might pass a resolution for the drafting of President Franklin Roosevelt for a fourth term of office.

Last year the delegates of the Central Trades decided it would be best not to have a Labor Day parade because of the war. Now after carefully checking records they have found that a large number of men and women did not work on that day so this year we are planning to have a large parade and hope to have a greater showing for a Labor Day parade than ever before.

Now for some news of our members—Brother Jimmy Poe of our local is away around on the other side of the world working for the Kellogg Company. We hope

Brother Jimmy will finish his job and come safely back home to us. This is certainly our fervent wish for each and every one of our Brothers who are serving our country in its time of need. We miss each one of them and we are hoping the day will not be far distant when we can all be back together again.

Another of our Brothers of whom we are very proud is Brother Wilbur Wegener who is serving in England. Brother Wilbur has earned a medal for good conduct and we know he is indeed worthy of this great honor. Brother Wilbur is in the air force group. As many of the Brothers will recall, Brother Wilbur's hobby was taking pictures and we understand that he recently made good use of his hobby by taking pictures at the American Eagle Club of London which is a service men's center. He is the son of our own Brother and Mrs. Al Wegener who are justly proud of him. Brother and Mrs. Wegener also have another son, Howard Wegener, E. M. 3/c, serving with the Navy in England.

We are proud also of Pharmacist Mate Third Class James E. Heise, whose address is U. S. Mobile Hospital, Unit No. 6, Fleet Postoffice, San Francisco, Calif., who has been serving for 12 months in the Pacific area working in hospitals on ward duty for long hours. Brother Heise sometimes works day and night to ease the pain and help our wounded Brothers to start back on the road to recovery. So we who know of sickness and suffering know or have an idea of what this Brother is doing for our Brothers. We are very proud of you, Brother Heise. He is the son of Brother and Mrs. Al Heise, who are also justly proud.

Brother Mack Kehoe is now recuperating from a serious operation. Our best wishes go to him for a speedy recovery.

O. H. BROWN.

L. U. NO. 309, EAST ST. LOUIS, ILL.

Editor: Union Brotherhood is looking up along the banks of the old Mississippi, where the happy warriors of Local Union No. 309 trade wampum and smoke the peace pipe.

When attendance seemed a bit low, and affairs at low ebb, a call was made to the local members, via an open letter, which called attention to earnest pledges made at the beginning of each individual member's union career, then how times had changed, and a seat empty too often in our wigwam. Additional attention was called to mounting union responsibility. Amazing results came in our next meeting. We had a rousing crowd.

Contract time rolls around again and we are actively engaged in framing our plans for renegotiating utility contracts.

Brother Jim Eubanks was delighted with a fatherly visit with his son, First Lieutenant Ralph Eubanks, on leave recently.

Harry Ashby brought his fine son, Jim, around last week. That boy is a snappy anti-aircraft radio man now. Seems only yesterday when he tagged along on his bike after the line truck, wise cracking with us.

A point I would like to make right now—is that we, of union labor, are not apt to forget for a day, or even an hour, or minute about the war and how we are in it. Lots of us are fathers. Some of us have one, two, or more sons or daughters in it. How often have we watched the gnawing worry of one of our older Brothers, thinly hid by light chaff and wise cracking buffoonery, we choose to use to hide our naked worries and troubles.

These dads are in it too, you just bet your

life, but they aren't hiring a brass band to tell the world about it. And those dads are good union men, too.

From the hunting grounds of Cahokia, I have spoken.

RUSSELL G. IDLE, P. S.

L. U. NO. 348, CALGARY, ALTA.

Editor: Wednesday, March 29, 1944, was the date and the Labor Temple the place where Local No. B-348 staged a most successful social evening for the members, their families and friends. The object was just a get-together to renew old acquaintances, make new ones; in short, an investment in friendship and understanding.

The program was not elaborate; selected films supplied by the National Film Board were shown for about an hour and a half followed by refreshments and good old fashioned chin wag (as intended). And glory be! There were no speeches. As a matter of fact it was so informal even the M. C. was a minus quantity. Community singing followed the refreshments.

A count of noses indicated there were just about an even hundred turned out, which indeed caused the entertainment committee to feel it was worth while. The catering was contracted except for the waiting of the tables. This honor fell mainly on the entertainment committee.

Everyone seemed pleased that they could have such an enjoyable evening and still get home at a respectable hour.

Some of our Brothers sure get around these days. Brother Percy Mellett, we hear, has left the land of the Eskimos (the Alaska Highway) for the land of apples, grapes, etc. (old Ontario).

For the spring and summer months, at least, the first local meeting of every month is to be set aside for an open forum or a sort of good of the union discussion extended to cover the greater part of the evening. Object is to encourage discussion and debate of the many problems facing the craft today with a view to a better understanding and the proper means of their solutions.

On Wednesday, May 10, our members and invited guests (members of the Calgary Trades and Labor Council), also six of Calgary's 12 aldermen, enjoyed viewing a movie sound track film entitled "Moving the Masses," depicting the evolution of electrically driven vehicles, commencing where they took over from the horse-drawn car to the modern successors, the inter-urban electric trains, the silent fast moving streamlined trolleys, trackless trolley coaches, diesel electric, gas electric and combinations.

A conference of the Examining Boards from the various cities in Alberta was held in Calgary, May 19 and 20. Brother H. P. Sullivan, president of L. U. No. 424, worker's representative on the Edmonton examining board, and Brother Andrew Park, president of Local Union No. B-348, worker's representative on the Calgary examining board, were present.

We are proud to list below the following names as they appear on our Honor Roll. If there are any omissions or corrections, please contact the recording or financial secretary.

H. Baycroft, J. Bristow, G. G. Briggs, G. L. Byrne, W. Chipperfield, W. Cooper, W. Cordingly, J. V. Davies, J. H. Davidson, H. C. Daw, W. Duke, J. Firmstone, W. E. Hanley, R. Hallett, L. Hannah, W. D. Hoskin, J. Lamond, J. H. Minniffe, R. McDermott, A. McIntosh, G. G. Noble, A. M. Reid, R. G. Sutfin, D. W. Thompson.

O. GARDNER, P. S.

L. U. NO. 349, MIAMI, FLA.

Editor: Dark clouds of uncertainty have cast their long shadows over the State of Florida, since the tabulation of the second Democratic primary vote May 23.

Many members of organized labor, and other working people, were very sincere in trying to elect to offices—state attorney general, governor, congressman, men who in their opinion had, and would continue to serve faithfully the masses.

It is very clearly shown that there is a great lack of unity and understanding among the rank and file, toward the strengthening of the labor movement, by electing to public office those who have proved themselves to be our friends. Here in Florida, the three offices mentioned, were won by large majorities. BUT NOT BY THE CANDIDATES OF LABOR'S CHOICE.

I believe organized labor has contributed more to the uplift of the standard of living, and the welfare of mankind, than any other organization in the world, through its untiring efforts to obtain for the members, a just and reasonable portion of that which they labor to produce.

We are known and accepted on the job as union men, and our working rules govern our actions. If we will get down to business, and include our families, using similar principles in the communities where we live, cultivating the friendship, and understanding of our neighbor and merchant, and young people, and impressing upon their minds that we are members of a labor union, they will soon begin to understand, that we are not the people Pegler and many papers have described us to be.

Received a V-Mail letter from Art Wesels who is fighting the Japs with the Seabees. He expresses to me that he is mighty proud of the fact that he is a member of I.B.E.W. in good standing, also that the union mechanic rates ace high with all service men where he is. Well, Art, it is fellows like you, who are responsible for strong friendship. Keep it up boy. His address

L. A. Wesels, E. M. 1/C
Co. A-Pit 1 102 ND N.C.B.
c/o Fleet Postoffice, San Francisco, Calif.
R. C. TINDELL, P. S.

L. U. NO. 353, TORONTO, ONT.

Editor: What a field day the lawyers and judges are having on the home front during the present emergency. Every politician, business executive, labor official and Johnny-come-lately is clamoring for government legislation to make somebody else do something different from that which the laws of nature and common sense dictate. The legal fraternity having a very strong union naturally claim the drafting of such legislation as their responsibility. Among their union by-laws must be a clause that forbids any member of the legal profession to write a clause, contract or agreement, bill-of-sale or life insurance policy so that a layman could understand it or, what is more important, one of their own members must not get the same interpretation as the man who wrote it.

In this way every job they get, provides work for two men and in those cases where the customer has money a third is provided for in the person of a judge. As the judge is a member of the lawyers "Old Boys" association everything is kept shipshape and under these conditions their union is able to keep all their members employed and their over-age members off relief.

We, in our ignorance, demand that the politicians in the government give us laws to enforce our agreements, make so-and-so employ our men, draft health insurance

and provide for our old age. The politician in turn calls in the legal profession and the merry-go-round is started. Local unions and head office officials protest that they didn't get what they thought they were going to get. The government replies "that's too bad, we'll amend it." Well, Brother, the original draft only bit you, when they get through amending, it will turn around and kick you. All this mess of legal phraseology and political hocus-pocus is brought about because we are too anxious to have others less qualified enforce our conditions and needs. It won't be long before unions, as we have known them, and officials we used to elect will come under the direct supervision of the politician who is controlled by boards of trade and manufacturers' associations.

Let us not kid ourselves we never have shown by our voting strength that what we want we will obtain, without any double talk from a corporation-conscious lawyer, so all the help that government sponsored legislation will give you is null and also void.

The sporting season is in full swing in these here parts. Brother E. Saker has taken up yacht racing, at least he has an outboard motor.

Brother J. Dent says that noise on the bottom of the boat is the fish knocking and asking to be taken in out of the wet.

Horse owners are still undecided whether to race their stock or rent them to the dairy during the gas shortage. You could tell them, couldn't you, Brother Shaw?

J. F. NUTLAND, P. S.

L. U. NO. 400, ASBURY PARK, N. J.

Editor: Please publish the enclosed clipping about our 20-year pin supper:

"20-YEAR PINS" PRESENTED

Sixteen members of Asbury Park Local 400, International Brotherhood of Electrical Workers, were presented with gold "20-year" pins at a dinner Friday night at Stagecoach Inn, Belmar.

Presentation of the pins, which denote 20 years of membership in the union, was made by Asbury Park City Councilman Orville B. Winterstella, a member of the union.

Heading the list of those who received the awards was Charles Van Nest, who has been a member of the local for 32 years. William Erickson was second high on the list with 28 years; Clarence Bennett, third with 27, and Ernest Knierim, fourth, with 25. The others, all of whom have been members between 20 and 25 years, were Percy Scisco, president of the local; Joseph Boa, William DeRosa, Jack Kraemer, Joal Pennington, George Sasse, Irving Coleman, Horace Van Note, Harold Connors, Floyd Brooks, Augustus Stetter and Jerry Boa.

W. B. ERICKSON, F. S.

L. U. NO. 518, MIAMI, ARIZ.

Editor: At this time I would like to express my appreciation of the JOURNAL as it is being put out to the members. Give us more of this kind of reading, as I think it is very helpful in determining a course to take in political issues that are coming up pretty soon.

We here of Local No. B-518 are still helping to turn out copper for the war effort, and as far as I can determine have no idle members and while there is no construction work going on in this locality the mines are still working full time and all are busy.

H. R. STEMEN, R. S.

L. U. NO. 611, ALBUQUERQUE, N. MEX.

Editor: The union men of the country are passing up a golden opportunity to better the conditions of labor in general by not injecting a little principle into their purchasing activities.

We refer to their lack of interest in choosing union-made goods, dealing with merchants who are fair to their employees and trading with clerks who are either union members or at least have decent wage and working conditions.

A comparison of two firms whose labor policies are the opposite will illustrate the point.

In Albuquerque we have two large department stores which are local branches of nationwide mail order houses. In the first store to be considered the employees, while not organized, could join a union without opposition. In many of the firm's branches they are organized. In the local store the employees receive better wages than do employees of competitive stores. They get time-and-one-half for overtime, sick leave with pay and paid vacations. And this store handles a larger percentage of union-made goods than its competitors.

Just down the street is the other store referred to, which made it their national policy to fight their employees. We have heard much of them in the papers of late. According to the La Follette committee report of violations of rights of labor they were one of the largest users of Pinkerton spies, employed for the purpose of spotting union members among their workers. Locally, they pay low wages and no pay for overtime. A short time ago their employees organized a union and immediately, leaders in the movement began getting fired. Others quit and in a short time there was a considerable labor turnover. Many of the key men and women went over to the competitor referred to above and the union broke up.

The great shame of it all is that too few working people will think of the difference between these two stores when making a purchase.

Another outstanding example of the opposites in their labor policies are two automobile manufacturers. One was among the first to sign with the union, has always operated a 100 per cent union shop, never has had a moment's trouble with its employees and puts out as good a car as any. The other company has fought the unions by every means shrewd lawyers can devise and is continually having labor troubles and strikes—strikes in the United States, strikes in Canada and strikes in England—which proves they are the result of a fixed policy of the head office. And a few minutes check of traffic will show that far too few think of these things, or care, when purchasing a car.

These are examples. Such corporations go on indefinitely.

There are many producers of union-made goods who do not bother to use the union label because it would not increase sales.

Friendly employers are entitled to the support of labor. It is not fair to them or to their employees to do otherwise.

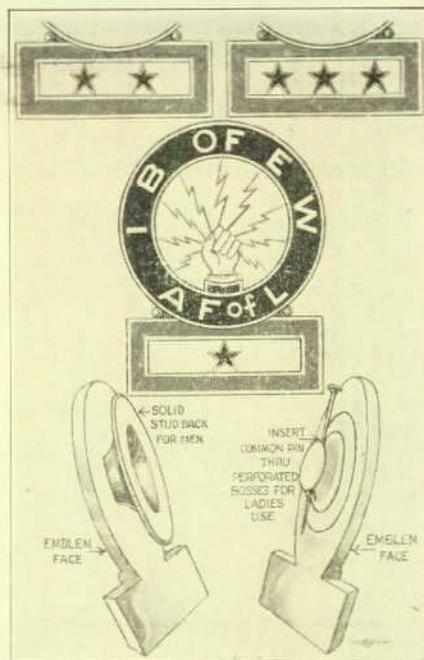
JAMES MERRIFIELD, P. S.

L. U. NO. 697, GARY-HAMMOND, IND.

Editor: On Monday evening, May 9, we held another of our parties in honor of two of our members who were given their 25-year buttons.

Two of our old stand-bys, Brothers Duke MacArty and Dan Howell, were the recipients of the buttons.

They were called upon by Brother Merrill Sweney to tell of some of their experiences



WEAR YOUR SERVICE STAR

The above emblems, designed for I. B. E. W. members having members of their family in the service, are made in plastic, with celluloid lapel button, and for our women members there is an ordinary pin attached, for fastening to the garment. The scarcity of metals for war uses has made it necessary to manufacture the emblems of the above materials. We can furnish them with one, two or three stars, and the price of the emblem is 25 cents.

during the past year. Then Chairman Sweney also called upon many of our other 25-year men for some of their experiences and I will say that if the things they went through could be put into book form it would be very interesting reading.

We now have a total of 37 25-year members which is a mighty fine record for one of the biggest little locals in the U. S. A. We also have more 25-year men coming up! The 25-year idea is a mighty fine thing in the I. B. E. W. Makes a man feel that his life has not been a total loss, and gives him a feeling that he is appreciated.

We deeply sympathize with Brother Scott Poole and family. Brother Poole lost his mother who died in the fire that destroyed her home in Chelsea, Oklahoma. She was 80 years of age and a partial paralytic.

I wonder how many locals in the country have a movie projector outfit? We have a very good layout and two good operators in Brothers George Fadell and Vincent MacArty.

We have had many interesting technical films and films on other subjects. Will say that an outfit like ours is a mighty good investment.

Our Local Union 697 elections were held in June but owing to the fact that I mail my letters to the JOURNAL one month ahead of the JOURNAL publication, I will be unable to give the names of our newly elected officers until I write my August letter. Will say that we are never far wrong in electing our candidates, as they are always reliable members who are chosen on the basis of experience and reliability.

(To Be Continued in August)

H. B. FELTWELL, P. S.

L. U. NO. 825, GRAND FALLS, NEW BRUNSWICK, CANADA

Editor: Just a little note to the JOURNAL so that our local union will appear in print. We are a rather young local. We received our charter on July 1, 1943. Although we are young and small, we want the rest of the members to know we are big in principle.

Our local suffered its first loss of a member recently with the passing of our friend and Brother, Lizime Deschene, who was initiated August 12, 1943. He leaves a young wife and five children.

We will send in a longer contribution at some other time.

GERARD ROULEAN, P. S.

L. U. NO. 980, NORFOLK, VA.

Editor: We have something to report this time. We have had action by the War Labor Board's regional office in Atlanta, Georgia. And what action? The following clipping from the Norfolk Virginian Pilot of May 10 will explain what is troubling us and should be seriously studied by every laboring man in the State of Virginia.

"The International Brotherhood of Electrical Workers (AFL) has run into new difficulties in its long-time struggle to enter into a work contract with the Virginia Electric and Power Company. This time the Regional War Labor Board at Atlanta is the obstacle. And the company is standing behind the union in its efforts to win the contract both have agreed upon.

"In an order dated April 27 and received several days ago, it was learned yesterday, the Atlanta WLB rejected a contract which had been approved by both the IBEW and the VEPCO, ruling that all proposed wages be cut two to four cents an hour. The company and union had agreed on a schedule based on the present pay scale, with a few increases.

"The WLB rejection order affects manual workers in the gas, electric, general and automotive departments of the Norfolk (Local No. 980) and Richmond (Local No. B-1064) divisions of the power and transportation utility. The contract had been submitted to the WLB, whose approval is necessary under the President's wage stabilization decree, in September.

"M. J. Norman, president of the Norfolk local, said M. C. Smith, executive vice president of the company, with headquarters in Richmond, would join the union in protesting the wage cut to the WLB. The Norfolk Central Labor Union has condemned the board's action, joining the IBEW in requesting that Virginia be taken from the jurisdiction of the Atlanta office of the WLB and returned to the Philadelphia region. C. H. Copeland, No. 980 secretary, said the issue would be presented before the State Federation of Labor at its convention next month.

"Atlanta seems to be trying to put Virginia wages in line with those prevalent farther south," Copeland said.

"Meanwhile, the utility workers are continuing to operate without a formal contract.

"The I. B. E. W.'s struggle for a contract with the VEPCO has been as stormy as it has been long. After opposing the company and the United Workers Union, an independent union, at a hearing conducted here by the National Labor Relations Board late in April of last year, it won a victory at the polls in June and shortly afterwards was certified as bargaining agent for about 800 employees in the two districts.

Prior to the labor board hearing, the I.B.E.W. has fought the VEPCO'S Independ-

(Continued on page 270)

IN MEMORIAM

Johnston T. Hagerty, L. U. No. 65

Reinitiated January, 1914

It is with sincere feelings of sorrow and regret that we, the members of Local Union No. 65, record the passing of our friend and Brother, Johnston T. Hagerty; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family and friends our sincere sympathy in their hour of sorrow; and be it further

Resolved, That we drape our charter for a period of 30 days, and that copies of these resolutions be sent to his family, to the Journal for publication, and a copy entered upon the minutes of our local union.

ALBERT FORTINA,
R. V. ODGERS,
DAVID JOHNS,

Butte, Mont.

Committee

Millard Jones, L. U. No. 1393

Reinitiated September 1, 1938, in L. U. No. 9
It is with sorrow and regret that we, the members of L. U. No. B-1393, record the passing of our friend and Brother, Millard Jones, on April 29, 1944.

We extend our sympathy to his loved ones.
Resolved, That we stand in silent meditation for one minute as a tribute to his memory, and that a copy of this resolution be sent to his sorrowing family and a copy be spread upon the minutes of L. U. No. B-1393, and that a copy be sent to our official Journal for publication.

JESS E. MELOY,

Shelbyville, Ind.

Recording Secretary

John J. Leahy, L. U. No. 104

Initiated August 6, 1919

It is with deep sorrow and regret that we, the members of L. U. No. 104, record the passing of our Brother John J. Leahy; therefore be it

Resolved, That we drape our charter for 30 days in tribute to his memory, that a copy of these resolutions be sent to the family of the deceased, a copy spread on the minutes of the meeting, and a copy sent to the official Journal for publication.

K. A. STILES,
H. A. HAMACHER,

Boston, Mass.

Committee

H. O. Beltz, L. U. No. B-39

Reinitiated October 28, 1942

It is with deep sorrow and regret that we, the members of L. U. No. B-39, record the passing of our esteemed member, Brother H. O. Beltz, therefore be it

Resolved, That in tribute to his memory, we, as a body in meeting assembled, stand in silence for a period of one minute; and be it further

Resolved, That we extend our deepest sympathy to the family and relatives of our late departed Brother; and be it further

Resolved, That a copy of these resolutions be sent to the family of the late Brother, that a copy be spread upon the minutes of L. U. No. B-39, and a copy be sent to the official Journal for publication; and be it further

Resolved, That the charter of L. U. No. B-39 be draped in mourning for a period of 30 days in respect to our departed Brother.

J. TAYLOR,
C. MATTHEWS,
C. GLASER,

Cleveland, Ohio.

Committee

Russell E. Cook, L. U. No. 214

Initiated August 6, 1937

It is with deepest sorrow and regret that we, the members of L. U. No. 214, record the passing of our true friend and Brother, Russell E. Cook, who in his prime was removed from our midst by an accident. Brother Cook rendered service to his country during the present emergency and was only recently discharged from active service due to an injury. He was the type of man who makes this world a better place in which to live.

We extend to his family and loved ones our heartfelt sympathy and share with them their grief; therefore be it

Resolved, That we drape our charter for 30 days and stand in silent meditation one minute in tribute to his memory, and be it further

Resolved, That a copy of these resolutions be sent to his bereaved family, a copy spread upon the minutes of L. U. No. 214, and a copy sent to our Journal for publication.

E. O. WENTWORTH,
WM. KNOTT,
C. H. FOOTE,

Chicago, Ill.

Committee

T. W. Motley, L. U. No. 66

Initiated January 17, 1942, in L. U. No. 386

With a sincere feeling of sorrow and regret we, the members of Local Union No. B-66, record the passing of Brother T. W. Motley on April 11, 1944; therefore be it

Resolved, That we pay tribute to his family by expressing our most sincere sympathy; and be it further

Resolved, That a copy of these resolutions be spread on the minutes of our meeting, a copy be sent to his family, and a copy be sent to the Electrical Workers' Journal for publication; and be it further

Resolved, That our charter be draped for a period of 30 days in his memory.

DOUGLAS HILL,
H. M. OLIVE,
JOE F. LOCKWOOD,

Houston, Texas.

Committee

Frank Engel, L. U. No. 9

Reinitiated May 6, 1903

Whereas God, in His divine providence, has called from his earthly labor the above named member and esteemed co-worker in our Local Union No. B-9; and

Whereas we deem it fitting and proper that the members of Local Union No. B-9 of the International Brotherhood of Electrical Workers offer a tribute to the memory of one who has been a loyal member of our Brotherhood and country and a faithful friend and Brother; therefore be it

Resolved, That the sincere sympathy of the membership of this Local Union No. B-9 and the membership of the International Brotherhood of Electrical Workers be hereby extended to his bereaved family.

THOMAS CURRAN,
THOMAS KEENE,
HARRY SLATER,

Chicago, Ill.

Committee

Erick Siekkinen, L. U. No. 276

Initiated August 5, 1943

It is with deep sorrow and regret that we, the members of Local Union No. B-276, record the passing of Brother Erick Siekkinen; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family and friends our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to the Journal for publication, a copy be entered upon the minutes, and that our charter be draped for a period of 30 days in tribute to his memory.

LEO DUTHEY,
R. E. OLSON,
E. RICHARDSON,

Superior, Wis.

Committee

CORRESPONDENCE

(Continued from page 269)

ent Organization of Employees, which finally was ordered disbanded because of company domination."

Needless to say we are bitterly protesting to the board with the full support of the company and the International Office.

This local has been fighting for over seven years for a fair deal and we are not going to quit now by any means, so wish us luck.

H. C. COPELAND, R. S.

L. U. NO. 1049, LONG ISLAND, N. Y.

Editor: We have noticed that some of the locals in the Brotherhood who are in the public utility industry like ourselves also have their troubles but we believe that we have been through more negotiations, labor board sessions, etc., in the past 10 months than any other local in the brotherhood.

During the course of our contract negotiations with the Long Island Lighting Company we have tangled with the NLRB, the WLB, the Department of Labor Conciliation Service, the New York State Labor Board, the United States Conciliation Service, the New York Mediation Board, and even had to have some high class legal talent show up at the New York State Supreme Court for us. Included among all this was a little battle with the CIO in which we

nicely kicked their teeth in and kept them off our property.

We are now waiting for the WLB to hand down the final decision on our contract and we have good reason to believe that it will be a favorable one with probably some extra money thrown in for good measure.

We have over 100 members from our local serving with the armed forces and therefore, we take particular pride in one of the articles in our new contract which is an absolute guarantee that the returning serviceman will get his old job back, or one at the same rate of pay.

ROBERT W. MACGREGOR, P. S.

L. U. NO. 1073, AMBRIDGE, PA.

Editor: Regular monthly meeting of L. U. No. 1073 was held on May 4, 1944, in Polish Falcon Hall, Eighth Street, Ambridge, Pennsylvania, at 8 P. M., which was called to order by John E. Wold, president.

Only routine business was transacted at the meeting with the exception that Brother Holmes Anderson, who was a delegate to the Pennsylvania State Electrical Association, gave a very good report of his observation of the convention which was held at Wilkes-Barre, Pennsylvania, during the week of April 17, 1944. The mayor of Wilkes-Barre gave the welcoming address and he pointed out the fact that the convention being held at this time and in his city, was

outstanding because just 43 years ago the Pennsylvania State Electrical Association was born in Wilkes-Barre, Pennsylvania.

Honorable Governor Homer S. Martin, of Pennsylvania, also attended the convention along with the other state officials and the sermon they all preached was for close cooperation between labor and management—to speed the war effort and final victory in this global war.

Immediately following the business meeting a social was given by the local for the members who were in a position to attend. The social was under the direction of the executive board and they had a surprise in store on this occasion, for in addition to other refreshments they had secured ten gallon containers and they were filled to the brim with wieners and sauerkraut, which were placed between elongated buns with plenty of mustard and pickles.

Tables were provided for the women members of the local and they were served their refreshments in regular style. A local orchestra provided music for dancing on the main floor and the feature attraction there was the tap dancing of Brother Allen O'Brien, who thrilled the spectators with his fine performance.

Over 500 members attended the social, which will probably be the final for this season, however, we are looking forward to more socials during next winter.

H. M. SMITH, P. S.

E. V. Hughes, L. U. No. 2*Initiated April 13, 1937, in L. U. No. 309*

Whereas it is with the deepest sorrow and regret that we, the members of Local B-2, Jefferson City, Mo., International Brotherhood of Electrical Workers, pay our tribute of respect to the memory of our late Brother, E. V. Hughes, whom God in His infinite wisdom saw fit to remove from our midst; and

Whereas we wish to extend to his family and relatives our deep and heartfelt sympathy; therefore be it

Resolved, That we, in meeting assembled, stand in silence for one minute as a tribute to his memory; and be it further

Resolved, That a copy of these resolutions be sent to his bereaved family, a copy to be spread upon the minutes of this meeting, a copy be sent to Local Union No. B-2 in St. Louis, Mo., and to the Electrical Workers' Journal for publication, and that our charter be draped for a period of 30 days.

RAY DOKE,

St. Louis, Mo., Recording Secretary

Mike Roark, L. U. No. 2*Initiated April 13, 1937, in L. U. No. 309*

Whereas it is with the deepest sorrow and regret that we, the members of Local Union No. B-2, Jefferson City, Mo., International Brotherhood of Electrical Workers, pay our tribute of respect to the memory of our late Brother Mike Roark, whom God in His infinite wisdom saw fit to remove from our midst; and

Whereas we wish to extend to his family and relatives our deep and heartfelt sympathy; therefore be it

Resolved, That we, in meeting assembled, stand in silence for one minute as a tribute to his memory; and be it further

Resolved, That a copy of these resolutions be sent to his bereaved family, a copy be spread upon the minutes of this meeting, a copy be sent to Local Union No. B-2 in St. Louis, Mo., and to the Electrical Workers' Journal for publication, and that our charter be draped for a period of 30 days.

RAY DOKE,

St. Louis, Mo., Recording Secretary

Arthur R. Smith, L. U. No. 160*Reinitiated February 4, 1941*

With a sincere feeling of sorrow and regret we, the members of Local Union No. B-160, I. B. E. W., record the death April 26, 1944, of our departed friend and Brother, Arthur R. Smith.

Resolved, That we pay tribute to his memory by expressing to his family and friends our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy be spread on our minutes, and a copy be sent to the Electrical Workers' Journal for publication; and be it further

Resolved, That the members stand in silence for a period of one minute as a tribute to his memory, and that our charter be draped for a period of 30 days.

G. P. PHILLIPS,

Minneapolis, Minn., Press Secretary

S. T. Kelly, L. U. No. B-213*Initiated March 31, 1926, in L. U. No. 310*

It is with a feeling of sadness that we, the members of Local Union No. B-213, record the passing of our late Brother, S. T. Kelly; and

Whereas our Brother S. T. Kelly had been a true and devoted member of this local, a member we shall miss; therefore be it

Resolved, That our heartfelt sympathy be conveyed to the bereaved widow and surviving members of the family; and be it further

Resolved, That we pay tribute to his passing and memory by sending a copy of these resolutions to his family, by sending a copy to our official Journal for publication, and by spreading a copy on the minutes of our meeting.

**J. ASTBURY,
G. TOLHURST,
W. KENMUIR,**

Vancouver, B. C., Committee

Edward Rafter, L. U. No. 300*Initiated February 2, 1940*

In sorrow the membership of Local Union No. B-300 records the passing onward of Brother Edward Rafter. To his loved ones we express our fraternal sympathy in their loss which we share with them.

T. FITZGERALD,
Recording Secretary

Montpelier, Vt.

Fred Stoddard, L. U. No. 11*Initiated February 5, 1926, in L. U. No. 418*

With a sincere feeling of sorrow and regret we, the members of L. U. No. B-11, record the death of our departed friend and Brother, Fred Stoddard; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family and friends our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy be spread on our minutes, and a copy be sent to the Journal of the Electrical Workers for publication; and be it further

Resolved, That the members stand in silence for a period of one minute as a tribute to his memory and that our charter be draped for a period of 30 days.

**L. R. BARNES,
G. A. HORN,
S. D. TOBIN,**

Los Angeles, Calif., Committee

Arthur Wald, L. U. No. B-1061*Initiated June 30, 1937*

It is with deepest sorrow and regret that we, the members of Local Union No. B-1061, of the International Brotherhood of Electrical Workers, record the death of our esteemed and worthy Brother, Arthur Wald; therefore be it

Resolved, That we, the members of Local Union No. B-1061, pay tribute to his memory by expressing to his relatives our heartfelt sympathy in this hour of sorrow; and be it further

Resolved, That the members stand in silence for a period of one minute as a mark of respect to him; and be it further

Resolved, That a copy of these resolutions be sent to his family and a copy be sent to the Electrical Workers' Journal for publication.

CHAIRMAN OF THE COMMITTEE.

Cincinnati, Ohio.

William Kendrick, L. U. No. 518*Initiated October 6, 1943*

We the members of Local Union No. 518 with a sincere feeling of sorrow and regret, record the sudden passing away of our beloved Brother, William Kendrick.

Brother Kendrick was suddenly stricken with heart failure and passed away before medical assistance arrived. He was a true and loyal member, and we pay tribute to his memory.

We sincerely extend to his loved ones our heartfelt sympathy; therefore be it

Resolved, That we drape our charter for a period of 30 days in his memory and a copy of these resolutions be spread on the minutes of our meeting, and that a copy be sent to our Journal for publication; and be it further

Resolved, That a copy of these resolutions be sent to the family of our beloved Brother, and that the members stand in silent tribute for one minute to his memory.

H. R. STEMEN,

Miami, Ariz., Recording Secretary

Albert W. Morgan, L. U. No. 580*Initiated August 14, 1940*

It is with a sincere feeling of sorrow and regret that the members of L. U. No. 580, I. B. E. W., record the untimely accident that caused the death of our Brother, Albert W. Morgan; therefore be it

Resolved, That the members pay tribute to his memory by expressing to his family and friends our sincere sympathy in their hour of sorrow; and be it further

Resolved, That we drape our charter for a period of 30 days, and that copies of these resolutions be sent to his family, to the Journal for publication, and a copy entered upon the minutes of our local union.

**H. P. GREISS,
WILFRED L. La FOND,
D. C. DANFORTH,**

Olympia, Wash., Committee

James L. Norford, L. U. No. 305*Reinitiated January 16, 1941*

Whereas it is with the deepest sorrow and regret that we record the passing of our esteemed friend and Brother, James L. Norford, who passed away May 10, 1944; and

Whereas the passing of this Brother has deprived us of a true and loyal union man and one who was willing at all times to aid and assist a worthy needy Brother; now therefore be it

Resolved, That the charter be draped for a period of 30 days and that a copy of these resolutions be sent to the family of Brother Norford, and a copy be sent to our official Journal for publication.

WILLIAM J. AVERY,

Fort Wayne, Ind., Business Manager

Leo Ploof, L. U. No. 300*Initiated November 15, 1940*

In sorrow the membership of Local Union No. B-300 records the passing onward of our Brother, Corporal Leo Ploof. To his loved ones we express our fraternal sympathy in their loss which we share with them.

T. FITZGERALD,
Recording Secretary

Montpelier, Vt.

Emagene Marcum, L. U. No. 1048*Initiated March 15, 1943*

Whereas Sister Emagene Marcum after an extended illness of 90 days has passed away and after 18 months' association as a fellow worker in Sound Powered Telephone Department we all feel a sincere loss; therefore be it

Resolved, That we extend our deepest sympathy to her parents and brothers and sisters in their time of bereavement; and be it further

Resolved, That a copy of these resolutions be made a part of our minutes, a copy be sent to her family, a copy be forwarded to our official Journal for publication and our charter be draped for a period of 30 days in memory of our departed Sister.

**HAROLD M. RALSTON,
DOROTHY B. EBERSOLE,
VANCE R. RUNYON,**

Indianapolis, Ind., Committee

James N. Davis, L. U. No. 6*Initiated February 14, 1941, in L. U. No. 1002*

Whereas Almighty God in His wisdom has seen fit to call from our midst our esteemed and worthy Brother James N. Davis, who has been a true and loyal Brother of Local Union No. 6; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family and friends our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late departed Brother, that they be spread in full upon the minutes of Local Union No. 6, and a copy be sent to the Electrical Workers' Journal for publication; and be it further

Resolved, That the members stand in silence for a period of one minute and our charter be draped for 30 days as a tribute to his memory.

**R. E. MARTIN,
G. L. PICKLE,
GRANT REED,**

San Francisco, Calif., Committee

R. M. Reed, L. U. No. 6*Initiated December 7, 1899, in L. U. No. 15*

Whereas Almighty God in His wisdom has seen fit to call from our midst our esteemed and worthy Brother R. M. Reed, who has been a true and loyal Brother of Local Union No. 6; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family and friends our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late departed Brother, that they be spread in full upon the minutes of Local Union No. 6, and a copy be sent to the Electrical Workers' Journal for publication; and be it further

Resolved, That the members stand in silence for a period of one minute and our charter be draped for 30 days as a tribute to his memory.

**R. E. MARTIN,
G. L. PICKLE,
GRANT REED,**

San Francisco, Calif., Committee

Cecil E. Mauk, L. U. No. 338*Initiated October 10, 1942*

Whereas the members of Local Union No. 338 of the International Brotherhood of Electrical Workers have learned with sorrow of the passing of one of their members, the esteemed Cecil Mauk, on March 14, 1944; and

Whereas Brother Mauk had been a member less than two years, his pleasing personality and cooperative attitude had made him respected and loved by all electricians who had the pleasure of working with him; therefore be it

Resolved, That the Brothers of this union express their deepest regrets and profound sorrow at the passing of this worthy citizen; and be it further

Resolved, That a copy of these resolutions be incorporated in the minutes of this local union, a copy be sent to the family of the late Brother Mauk, and to the International Office for publication in the Electrical Workers' Journal; and be it further

Resolved, That the charter of this local union be draped for a period of 30 days, and we adjourn this meeting in respect and honor to the memory of Brother Mauk.

**H. H. NICHOLS,
ROGER Q. EVANS,
CHAS. F. ODLE,**

Denison, Texas., Committee

Wallace E. Pearsall, L. U. No. B-1049
Initiated April 1, 1937

It is with deep sorrow and regret that we, the members of L. U. No. B-1049, record the passing of our Brother, Wallace E. Pearsall. He was one of the first organizers of our local union and also our former business manager. He took his duties seriously and stood honestly and fearlessly upon the conclusions at which he arrived.

Resolved, That we stand in silence for one minute as a tribute to his memory; and be it further

Resolved, That our charter be draped for a period of 30 days; and be it also

Resolved, That a copy of these resolutions be sent to his family, a copy be spread upon our minutes and a copy be sent to the Electrical Workers' Journal for publication.

WILL D. CRIST,
Mineola, N. Y. Recording Secretary

S. W. Chambers, L. U. No. B-604
Initiated August 27, 1934

It is with deepest sorrow and regret that we, the members of L. U. No. B-604, of the I. B. E. W., record the death of our esteemed and worthy Brother, S. W. Chambers; therefore be it

Resolved, That we, the members of L. U. No. B-604, pay tribute to his memory by expressing to his relatives our heartfelt sympathy in this hour of sorrow; and be it further

Resolved, That the members stand in silence for a period of one minute and our charter be draped for a period of 30 days as a mark of respect to him; and be it further

Resolved, That a copy of these resolutions be sent to his family and a copy be sent to the Electrical Workers' Journal for publication.

H. E. HAAG,
Hoboken, N. J. Recording Secretary

Frank Maule, L. U. No. 244
Initiated December 1, 1940

It is with deepest sorrow that we, the members of L. U. No. B-244, record the death of our worthy Brother, Frank Maule.

We, the members of L. U. No. B-244, extend our heartfelt sympathy to those near and dear to our Brother whom we knew to be a true, loyal union member; therefore be it

Resolved, That our charter be draped for 30 days, and that a copy of these resolutions be spread on the minutes, and a copy sent to the Electrical Workers' Journal for publication.

HAROLD REED,
JACK MOOR,
C. W. THAMS,
Lincoln, Neb. Committee

Fred Taylor, L. U. No. 6

Initiated March 18, 1908, in L. U. No. 13

Whereas Almighty God in His wisdom has seen fit to call from our midst our esteemed and worthy Brother Fred Taylor, who has been a true and loyal Brother of Local Union No. 6; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family and friends our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late departed Brother, that they be spread in full upon the minutes of Local Union No. 6, and a copy be sent to the Electrical Workers' Journal for publication; and be it further

Resolved, That the members stand in silence for a period of one minute and our charter be draped for 30 days as a tribute to his memory.

R. E. MARTIN,
G. L. PICKLE,
GRANT REED,
San Francisco, Calif. Committee

Ansel C. Whitehouse, L. U. No. 333

Initiated September 12, 1916

With the deepest sorrow, we, the members of L. U. No. B-333, record the passing of our Brother, Ansel C. Whitehouse; therefore be it

Resolved, That we pay tribute to his family by expressing our most sincere sympathy; and be it further

Resolved, That a copy of these resolutions be spread on the minutes and a copy sent to his family and a copy to the Electrical Workers' Journal for publication; and be it further

Resolved, That our charter be draped for a period of 30 days, and that this body stand for one minute in silence in honor of his passing.

HORACE HOWE,
JOHN P. DIMMER,
ARTHUR B. NASON,
Portland, Maine. Committee

Arthur Lipscomb, L. U. No. 6
Initiated October 1, 1911

Whereas Almighty God in His wisdom has seen fit to call from our midst our esteemed and worthy Brother, Arthur Lipscomb, who has been a true and loyal Brother of Local Union No. 6; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family and friends our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late departed Brother, that they be spread in full upon the minutes of Local Union No. 6 and a copy be sent to the Electrical Workers' Journal for publication; and be it further

Resolved, That the members stand in silence for a period of one minute and our charter be draped for 30 days as a tribute to his memory.

R. E. MARTIN,
G. L. PICKLE,
GRANT REED,
San Francisco, Calif. Committee

C. S. Estrada, L. U. No. 6

Initiated May 23, 1905, in L. U. No. 207

Whereas Almighty God in His wisdom has seen fit to call from our midst our esteemed and worthy Brother, C. S. Estrada, who has been a true and loyal Brother of Local Union No. 6; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family and friends our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late departed Brother, that they be spread in full upon the minutes of Local Union No. 6 and a copy be sent to the Electrical Workers' Journal for publication; and be it further

Resolved, That the members stand in silence for a period of one minute and our charter be draped for 30 days as a tribute to his memory.

R. E. MARTIN,
G. L. PICKLE,
GRANT REED,
San Francisco, Calif. Committee

Joe Wilkerson, L. U. No. 1141
Initiated August 7, 1942

Another member, Joe Wilkerson, has passed onward, and sorrowfully Local Union No. B-1141 closes the files of his membership record. A true friend and valued member of his union, his absence will be keenly felt.

Our fraternal sympathy is extended to his loved ones, we grieve with them as we share their loss.

Resolved, That a copy of this tribute be spread upon the minutes of the meeting and a copy sent to our official Journal for publication and a copy sent to his bereaved family.

S. C. PHILLIPS,
NEWLON W. BERRY,
R. R. MILLION,
Oklahoma City, Okla. Committee.

Walter J. Lusco, L. U. No. 1043

Initiated March 11, 1941

Local Union No. 1043 of the International Brotherhood of Electrical Workers records with sorrow the death of Brother Walter J. Lusco.

Whereas we deem it fitting and proper that the members of Local Union No. 1043 offer tribute to the memory of our departed Brother by standing in silence for a period of one minute; therefore be it

Resolved, That a copy of this resolution be spread upon the minutes of the local union, a copy be sent to the family of the departed member, and a copy be sent to the official Journal for publication.

KENNETH J. WHITE,
ADRIAN N. COUTURE,
Lebanon, N. H. Committee

R. C. Walman, L. U. No. B-465

Initiated October 11, 1943

It is with deep sorrow and regret that we, the members of L. U. No. B-465, record the passing of our Brother, R. C. Walman; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That we drape our charter for a period of 30 days, and that a copy of these resolutions be spread on the minutes of our meeting; that a copy be sent to the official Journal of the Brotherhood for publication and that a copy be sent to his bereaved family.

J. A. McDAID,
C. D. FOSS,
R. P. SIMARD,
San Diego, Calif. The Committee

Fred Collins, L. U. No. 6
Initiated June 8, 1942

Whereas Almighty God in His wisdom has seen fit to call from our midst our esteemed and worthy Brother, Fred Collins, who has been a true and loyal Brother of Local Union No. 6; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family and friends our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late departed Brother, that they be spread in full upon the minutes of Local Union No. 6 and a copy be sent to the Electrical Workers' Journal for publication; and be it further

Resolved, That the members stand in silence for a period of one minute and our charter be draped for 30 days as a tribute to his memory.

R. E. MARTIN,
G. L. PICKLE,
GRANT REED,
San Francisco, Calif. Committee

John Casselman, L. U. No. 6

Reinitiated April 1, 1941, in L. U. No. 277

Whereas Almighty God in His wisdom has seen fit to call from our midst our esteemed and worthy Brother John Casselman, who has been a true and loyal Brother of Local Union No. 6; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family and friends our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late departed Brother, that they be spread in full upon the minutes of Local Union No. 6 and a copy be sent to the Electrical Workers' Journal for publication; and be it further

Resolved, That the members stand in silence for a period of one minute and our charter be draped for 30 days as a tribute to his memory.

R. E. MARTIN,
G. L. PICKLE,
GRANT REED,
San Francisco, Calif. Committee

Harold L. Lupton, L. U. No. 34

Initiated September 25, 1917

It is with a sincere feeling of sorrow and regret that the members of L. U. No. B-34 record the passing of Brother Harold L. Lupton, whose death occurred while he was serving as chief electrician's mate in the United States Navy; therefore be it

Resolved, That we express to his family our sincere sympathy; and be it further

Resolved, That the members stand in silence for one minute as a tribute to his memory and that our charter be draped for a period of 30 days and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy spread on our minutes and a copy sent to the Electrical Workers' Journal for publication.

CLIFTON WATERS,
ROY TOBIAS,
CLARENCE SCOTHORN,
Peoria, Ill. Committee

Walter Meyer, L. U. No. 1134

Initiated March 25, 1943

It is with deep sorrow and regret that we, the members of Local Union B-1134, record the passing of Brother Walter Meyer on March 17, 1944.

Whereas we wish to express to his family our sincere sympathy; therefore be it

Resolved, That our charter be draped for 30 days, a copy of these resolutions be spread on the minutes of our local union, a copy be sent to his family and a copy be sent to our official Journal for publication; and be it further

Resolved, That the members stand in silent meditation for one minute in respect to the memory of our friend and Brother.

L. KONOPKA,
Elizabeth, N. J. Recording Secretary

Lucien André, L. U. No. 815

Reinitiated August 3, 1943

It is with deepest sorrow and regret that we, the members of L. U. No. B-815, record the passing of our late Brother, Lucien André.

Whereas we wish to express to his family our sincere sympathy; therefore be it

Resolved, That a copy of these resolutions be sent to his family, that a copy be spread on the minutes of our meeting, and a copy be sent to the Electrical Workers' Journal for publication; be it further

Resolved, That the charter of our local union be draped for a period of 30 days.

J. E. ELSLIGER,
Dalhousie, N. B., Can. Recording Secretary

James Mitchell, L. U. No. 369*Initiated February 2, 1943*

Whereas Almighty God in His infinite wisdom has seen fit to call from our midst our esteemed and worthy Brother, James Mitchell

Our fraternal sympathy is extended to his loved ones and we grieve with them as we share their loss.

Resolved, That a copy of this tribute be spread upon the minutes of this meeting, that a copy be sent to the official Journal for publication, and a copy sent to his bereaved family.

H. H. HUDSON,
J. C. WILLIAMSON,
J. A. BROWN,

Louisville, Ky. Committee

A. McCulloch, L. U. No. 213*Initiated October 2, 1916*

It is with deep sorrow and regret that we, the members of Local Union No. B-213, pay tribute to the memory of Brother A. McCulloch. His long association and his agreeable personality have served to strengthen our fellowship. We assure his loved ones that we share in their grief. Our sympathy we extend to them in our mutual loss; therefore be it

Resolved, That a copy of these resolutions be sent to his sorrowing family, a copy be spread upon the minutes of Local Union No. B-213 and a copy be sent to the official Journal for publication; and be it further

Resolved, That our charter be draped for a period of 30 days in his memory.

V. SHUTTLEWORTH,
J. HARNETT,
C. McEWAN,

Vancouver, B. C. Committee

Herman Belvoix, L. U. No. 369*Initiated July 8, 1943*

It is with deep sorrow and regret that we, the members of Local Union No. 369, record the passing of our Brother, Herman Belvoix; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That we drape our charter for a period of 30 days, and that a copy of these resolutions be spread on the minutes of our meeting, that a copy be sent to the official Journal of the Brotherhood for publication, and that a copy be sent to his bereaved family.

H. H. HUDSON,
J. C. WILLIAMSON,
J. A. BROWN,

Louisville, Ky. Committee

William F. Slater, L. U. No. 369*Initiated September 28, 1936*

Whereas it has pleased the Great Ruler of the universe to remove from our midst Brother William F. Slater; and

Whereas he was always a true and loyal Brother; now therefore be it

Resolved, That we extend to the bereaved family our most heartfelt sympathies; and be it further

Resolved, That our charter be draped for a period of 30 days and a copy of these resolutions be sent to our official Journal for publication and a copy be spread on the minutes of our local.

H. H. HUDSON,
J. C. WILLIAMSON,
J. A. BROWN,

Louisville, Ky. Committee

Frank Moneer, L. U. No. 32*Initiated September 6, 1938*

Whereas Almighty God, in His infinite wisdom, on April 26, 1944, called to eternal rest our worthy Brother Frank Moneer; therefore be it

Resolved, That we pay tribute to his memory by expressing to his son, Robert Colon Moneer, U. S. Navy, our heartfelt sympathy in the loss of his beloved father; and be it further

Resolved, That a copy of these resolutions be spread upon the minutes of our meeting, a copy be sent to his son, a copy be sent to our official Journal for publication, and that our charter be draped for a period of 30 days; and be it further

Resolved, That the members of this local stand in silence for a period of one minute as a tribute to his memory.

E. B. MEYER,
President

Lima, Ohio.

George Drake, L. U. No. B-1112*Initiated October 8, 1943*

It is with deepest sorrow and regret that we, the members of Local Union No. B-1112, record the death of Brother George Drake; therefore be it

Resolved, That we tender our sincere sympathy to the family of our Brother in this time of their great sorrow, and be it further

Resolved, That a copy of these resolutions be spread upon the minutes of our meeting, a copy be sent to our official Journal for publication, and our charter be draped for a period of 30 days.

EARL NICHOLSON,
WILLIAM CRAGUN,
BURTON LOY,

Jonesboro, Ind. Committee

Frank Swor, L. U. No. 59*Initiated March 6, 1898, in L. U. No. 156*

Whereas with deepest regret we, the members of L. U. No. 59, record the passing of our worthy Brother, Frank Swor; therefore be it

Resolved, That we extend our sincere sympathy to his bereaved family; and be it further

Resolved, That as a token of respect our charter be draped for a period of 30 days; and be it further

Resolved, That these resolutions be made a part of the minutes of our meeting, and copies be sent to the family and to the official Journal.

C. A. BENEDICT,
C. E. FERGUSON,
E. J. SLATER,
S. E. WEIR,
S. D. PERIGO,

Dallas, Texas. Condolence Committee

DEATH CLAIMS FOR THE MONTH OF MAY, 1944

L. U.	Name	Amount
I. O. (780)	T. W. Pye	\$475.00
6	J. C. Grasser	1,000.00
400	F. Estelle	300.00
I. O. (281)	W. Owens	1,000.00
I. O. (633)	A. C. Bronnecke	475.00
333	Ansel Whitehouse	1,000.00
40	Charles L. Meyers	1,000.00
3	J. R. Moody	300.00
I. O. (34)	H. L. Lupton	1,000.00
501	K. A. Bowling	300.00
I. O. (501)	I. H. Iverson	1,000.00
413	R. C. Keene	650.00
66	T. W. Motley	475.00
1	J. Dennerlein	650.00
164	G. A. Wilson	1,000.00
784	H. St. Clair Kinder	300.00
38	A. Abbey	1,000.00
26	T. N. Young	1,000.00
3	V. J. Nardy	1,000.00
59	F. Swor	1,000.00
214	R. E. Cook	1,000.00
108	William J. McCarty	300.00
1159	C. Muskow	1,000.00
64	J. H. Gerlach	1,000.00
716	G. H. Petteway	825.00
I. O. (141)	J. K. Thompson	1,000.00
338	C. E. Mauk	300.00
584	H. G. Gillespie	1,000.00
I. O. (134)	John Trotter	1,000.00
I. O. (134)	H. H. Berberick	1,000.00
I. O. (65)	J. T. Hagerly	666.67
494	O. P. May	1,000.00
134	E. Brady	1,000.00
1147	T. I. Magauran	300.00
I. O. (580)	A. W. Morgan	650.00
I. O. (3)	Eugene J. Gillis	1,000.00
I. O. (202)	Frank L. Ingham	300.00
9	Millard C. Jones	1,000.00
I. O. (134)	A. J. McCarthy	1,000.00
458	W. L. Brackenreed	1,000.00
I. O. (134)	William Rabb	1,000.00
3	John Dietlein	1,000.00
3	Lionel Adrian	1,000.00
I. O. (277)	Thomas O'Halloran	475.00
1059	William J. Cahill	650.00
160	Arthur B. Smith	650.00
28	J. Johnson	1,000.00
52	William Butterwel	1,000.00
373	E. Havron	300.00
177	A. H. Stucki	1,000.00
604	S. W. Chambers	1,000.00
6	A. Lipson	1,000.00
I. O. (66)	M. K. McDonald	300.00
245	M. L. Jones	475.00
I. O. (328)	F. J. Coughlin	825.00
I. O. (727)	R. W. Sanders	1,000.00
3	S. J. Sartis	1,000.00
3	M. L. Hayden	1,000.00
816	J. I. Brewer	475.00
180	L. P. Nyrick	1,000.00
I. O. (103)	J. L. Baker	1,000.00
553	R. T. Wright	300.00
88	J. Stout	475.00
283	L. B. Schnell	475.00
I. O. (176)	F. J. Birkey	1,000.00
3	Morris L. Soskin	1,000.00
134	C. Dewar	1,000.00
3	B. Castellana	1,000.00
705	G. Traudt	650.00
897	C. W. Zern	1,000.00

L. U.	Name	Amount
I. O. (26)	E. W. Rogers	1,000.00
281	H. Gustin	1,000.00
134	L. Boisacq	1,000.00
664	Joseph S. McDonagh	1,000.00
1	T. A. Hellwig	300.00
I. O. (77)	P. J. Parks	1,000.00
I. O. (3)	J. A. Dunn	1,000.00
369	J. R. Mitchell	300.00
I. O. (66)	G. C. Matkin	1,000.00
I. O. (28)	E. R. Seal	1,000.00
I. O. (125)	L. I. Ware	1,000.00
134	Joseph DeWall	1,000.00
426	R. A. Brent	300.00
5	S. J. Korkus	1,000.00
9	J. M. Hellyer	1,000.00
1043	W. J. Lusco	650.00
I. O. (193)	H. M. Logan	1,000.00
I. O. (393)	A. O. Lee	1,000.00
494	George Schwantes	1,000.00
I. O. (605)	R. D. Shaw	475.00
26	William C. Sower	1,000.00
I. O. (9)	F. J. Engel	1,000.00
I. O. (713)	E. Bauer	1,000.00
339	F. J. Shirley	1,000.00
630	Leo Wadden	1,000.00
3	L. Frankel	150.00
949	E. D. Perkins	150.00
300	Edward Raftor	150.00
213	S. T. Kelly	1,000.00
3	Edmund Flynn	150.00
6	J. B. Casselman	150.00
595	F. Snyder	150.00
134	R. C. Hamilton	150.00

\$79,391.67

WLB'S WAGE BRACKETS

(Continued from page 247)

for each occupational sub-classification arbitrarily established by the board.

7. The "sound and tested going rates" are to be subdivided territorially on a geographical basis. The geographical boundaries to be predicated upon the arbitrary boundaries established by the board for their regionalizing purposes and not upon any economic or industrial needs.

8. The question of "sound and tested going rates" cannot be divorced from the War Manpower Commission's restriction upon voluntary movement of workers from one occupation to another. Therefore the freezing of wage earners' income on the anti-social level of January 1, 1941, by the National War Labor Board together with the War Manpower Commission's prohibition against workers changing occupations for the purpose of increasing earnings is an abrogation of the "Declaration of Independence" of the United States in which it is unqualifiedly asserted:

"All men . . . are endowed by their Creator with certain unalienable rights, that among these are life, liberty and the pursuit of happiness. . ."

9. The National War Labor Board's Little Steel formula has never been accepted by organized labor as the panacea for wage ills. It is now proposed through the medium of "sound and tested" going rates to "hog tie" all labor with the apparently unbreakable manacles of the Little Steel formula subject to reduction via the "sound and tested" formula.

10. Labor bowed to the authority of the National War Labor Board ONLY upon the guarantee of the executive branch of the United States Government that commodity prices would be controlled and that undue profits of industry would be controlled or "siphoned" off for war purposes. The Government has failed to keep commodity prices at the anticipated level, and the Congress of the United States definitely refused to place restrictions on high personal salaries.

The rapidly rising curve of industrial and commercial profits (after tax deductions) indicates that the siphon process has not been successful.

Consequently, ignoring at this time the failure of the Government to make good on its part of the agreement for wage control,



"JIFFY" SOLDER DIPPER

Swinging cup won't spill the solder. Uses minimum on each joint. Solders 50 to 75 joints with one heat.

SPECIAL TRIAL OFFER

Send \$1.50 with this ad to

CLYDE W. LINT

100 S. Jefferson St. CHICAGO 6
"The Original Jiffy Line"

Money Back if Not Satisfactory

It should be quite clear that the establishment of "sound and tested going wage rates" is not only an impossibility but a farce and an imposition on the workers unless there is also established at least schedules of "sound and tested going profits," "sound and tested going prices for commodities," and "sound and tested going salaries for industrial executives."

Therefore, in the absence of restrictions on the earnings of others, the imposition of restrictions on the workers' earnings is purely and simply a form of class discrimination not contemplated or even countenanced by the U. S. Constitution.

For labor representatives to participate in such a program is to give it the aura of an agreement and certainly labor can ill afford to be manacled with such a ball and chain on progress.

We may be forced to bow to it momentarily but we most decidedly do not have to assist in imposing upon the workers new evils or in perpetuating old evils.

WOMAN'S WORK

(Continued from page 262)

This refrigerator is so designed that it acts as a service bar accessible to either kitchen or dining room. A special revolving compartment makes it easy to reach often-used foods from the dining table or the kitchen. Suppose you are serving luncheon to your bridge club. You can be seated at the table, reach into your refrigerator and lift from the revolving glass shelves your cool salad or dessert. And no more damp dish towels for you either, fellow housewives, on rainy days when you can't hang them out to dry, for a small towel cabinet has been installed between the refrigeration unit and the refrigerator proper and the waste heat from the refrigerator unit dries the kitchen towels.

Just over the refrigerator and set directly on top of part of the service counter is the china and glass storage cabinet. This cabinet is a joy to behold. It is open to both the kitchen and dining area and is made accessible to both by the use of sliding plate glass doors. The shelves of the cabinet are of clear plate glass and an indirect lighting unit beautifully illuminates the whole interior and shows off your shining glassware to perfection.

All around the kitchen is plenty of storage space with everything designed for the convenience of the housewife. The large cabinet drawer adjacent to the sink drops slightly when open. It has clear glass dividers and serves as a storage compartment for potatoes and other vegetables used in daily cooking operation. The wall storage cabinets over the

working units add color and beauty to the kitchen. The cabinets are of glass with clear plate glass shelves, and there are fluted glass doors which make an interesting pattern without being entirely transparent. The interior of the cabinets is illuminated indirectly and the bright reds and greens and yellows of your canned vegetables and fruits in their duraglass jars shining through the glass doors make a most colorful picture. A hinged panel which may be folded up and concealed, holds all knives and other kitchen cutlery. This ends the hunting through crowded drawers for the implements you need in your cookery and will prevent many cuts obtained in so doing.

Now let me tell you about the combination serving wagon and warming compartment. This wagon is a beautiful article of furniture made of the same wood as the service shelves. It may be wheeled to dining room, porch or garden—anywhere that your dinner is to be served. It contains all china, silverware and linen necessary for daily serving and incidentally your spare set of cooking vessels is kept in this serving wagon. A special electric warming compartment has been installed so that the cooking vessels can be transferred directly from the stove and will remain hot until served. Arrangements have been made, too, so that your toaster and grill can be incorporated into this serving wagon for use wherever desired. After the meal is finished dirty dishes make their exit on trays beneath the service wagon and the whole business is wheeled back to the sink and automatic dishwasher. "K. P." is certainly simple in a set-up like this.

A word about the dining room before we close to let you do a little personal dreaming about the kitchen of tomorrow. This alcove is a most attractive place with its green glass walls, walnut fixtures and its colorful rose and green linen-covered modern chairs. And the table! It is a unique article of furniture having a clear glass top with an interesting design cut into it. Its legs are of walnut like the rest of the furniture. When dinner is over that table folds up and becomes an attractive mural against the green walls and believe it or not, those table legs make a finished frame for it. Then you have a beautiful livable room to suit your any purpose.

And that is your "kitchen of tomorrow." It won't be ready for some time yet—not until the war is over and men can again devote their energies and talents to articles to live and work with instead of implements to die by. The kitchen of tomorrow spells a great future for our husband electricians who will install the many gadgets that will make the postwar housewife's life more pleasant and easy. All equipment can be operated by gas also, so our gas workers will likewise have a busy time ahead.

So girls, go ahead and dream away and meanwhile save your money, buy those War Bonds, and make that dream of today a reality tomorrow.

SUPREMACY OF CIVIL POWER

(Continued from page 257)

"Government agencies are perhaps more responsible for the present labor situation than the unions and their leaders. The dependence of workers' organizations on the government is as much the result of their policies as of the union policies. Labor leaders and labor journals have begun to denounce government bureaucracy in much the same terms that business

leaders and trade journals have long been doing. These are good signs, for they reveal an awareness that we have been straying from the fundamental purpose of the labor relations policy of guaranteeing workers' organizations rights and freeing them to engage in collective bargaining. That purpose is to depend more and more on bargaining between equal parties to determine wages, hours, working conditions and adjustment of labor disputes, in order to reduce to a minimum action by the government on the myriad details of the labor relationship."

In conclusion may I say that the past three years should prove to all of us that we cannot rely on legislation to achieve our aims.

Even Madame Perkins, Secretary of the United States Department of Labor, has in effect warned labor to get out from under wage stabilization by government agencies as quickly as possible and return to the only practical method of establishing wage rates, which is genuine collective bargaining between employer and employee organizations.

"WHAT HATH GOD WROUGHT"

(Continued from page 251)

The bronze plaque erected in the Capitol to the memory of this man bears his picture and the following inscription:

WHAT HATH GOD WROUGHT!

1791

Samuel F. B. Morse
The Inventor

1872

On May 24, 1844, in the old Supreme Court room—now the Law Library in the Capitol—sent the above message to Baltimore, Maryland, by the first Electro-Magnetic Telegraph Instrument.

On May 24, 1944, the Seventy-eighth Congress of the United States—second session—dedicated this memorial to the humility and vision which enabled this inventor to be the conveyor of this universal blessing to mankind.

This plaque will stand as a lasting memorial to the courage, ingenuity and productive genius of Samuel F. B. Morse. It must be particularly gratifying to our Electrical Workers to know of this honor bestowed upon the memory of a man who did so much toward bringing our profession into existence.

AROUSED PUBLIC OPINION

(Continued from page 253)

ical care. There should be professional supervision of all professional activities and personnel.

10. Regulation and supervision of the qualifications of medical and other practitioners and of institutions should continue to be public functions.

11. The costs of sickness should be broadly distributed over all groups in the population that need insurance protection. An insurance system should not be "a poor man's system."

12. Adequate provisions should be made to stimulate professional education, research, and prevention of disease and disability.

INVITES LABOR'S COOPERATION

(Continued from page 244)

regional chairmen, and approximately 100 district chairmen in all parts of America direct its work in the field. Its activities are carried out by two major divisions: The field development division and the research division.

The field development division has two functions: (1) to stimulate the organization of the community and county committees, and (2) to provide the tools—the information and technique—needed by them and by the thousands of business firms which are working with them. These community chairmen of whom there are now more than 1,700, are the spark plugs of the entire C. E. D. effort. It is they who assume the direct responsibility for the stimulation of postwar planning on a company-by-company basis by America's two million private employers. It is up to them to sell these employers or job-givers on the idea that it is smart to plan boldly. In this undertaking they are assisted by more than 40,000 businessmen who are in touch with industrial firms representing more than two-thirds of the nation's peacetime production.

The local committee well understands that this program, however systematically it is pursued, cannot be a complete success without the full support of all groups in the community. I hardly need say that the support of organized labor is regarded by C. E. D. as absolutely essential.

So, candidly, gentlemen, we hope that you, and labor generally, will study our program, give us the benefit of your advice—yes—of your criticism. For we hope and believe that the end result of such study on your part will be a conviction that through it business is endeavoring to contribute its full share to the creation of a prosperous, free nation—a nation with an abundance of jobs and opportunities after the war.

The field development division has had no difficulty in gathering information out of which to make the tools needed by its community committees. Experts in manufacturing, marketing, sales, finance and management engineering have pooled their knowledge and are making it available to all businessmen. For example: leading management engineers of the country are placing their experience and know-how freely at the disposal of businessmen everywhere. Hitherto, such expert advice has been available only to companies able to pay high fees. But here, in one C. E. D. publication, is the expert advice from 23 management engineering firms on the question of industrial planning. Any of you who want a copy of this C. E. D. publication may have it—and welcome. It is typical of the C. E. D. publications, business clinics and round tables offered through local C. E. D. committees to every employer—without charge. Their one purpose, without exception, is to help each employer to create the jobs which expanded peacetime production will make possible.

Another example: six of the nation's leading industrial designers are giving freely of

their creative ability and technical know-how to stimulate manufacturers everywhere to create new products that will look better, work better and sell for less. Please note that phrase—"sell for less." Lower prices mean larger markets. The worker not only can buy more with his take-home pay, but also gets job-reinsurance as the demand for his product increases under the stimulus of lower prices.

Leading experts in marketing and advertising—including hundreds of national trade associations and outstanding organizations of advertising and sales training executives—are devoting their time and specialized knowledge to providing systematic instruction for salesmen throughout the country. The top sales training executives of the country have voluntarily pooled their knowledge and experience to prepare five pamphlets outlining the finest sales training course available anywhere. To move a greatly expanded output of goods and services swiftly through the market will call for streamlined techniques in salesmanship and advertising far superior to anything these professions knew before the war.

The research division. It is the research division's responsibility to appraise all policies that have an important bearing on employment and production. In appraising such policies of business, government and labor, the C. E. D. reached one important conclusion: namely, the all-important postwar consideration is the maintenance of a free society. Therefore, in its research activities, the committee assumes that what is best for all the people is best for business. Only if a free society prevails is there any hope for a free economy.

The C. E. D.'s research division is composed of three sections. Its research committee is composed entirely of businessmen. To assist the research committee in planning and conducting studies is a research advisory board composed of outstanding social scientists. Professor Sumner H. Slichter of Harvard serves as chairman. The fulltime research staff of the C. E. D. is headed by Theodore Yntema, professor of economics, on leave of absence from the University of Chicago.

When a subject of research has been approved by the research committee, it is the task of the research director to select and employ the services of a specialist—or in some cases, several—in the particular field of the investigation. The individual so selected is responsible for the preparation of the study.

The set-up of the research division is unique in that while independence is guaranteed the scholars, they have the opportunity to consult with businessmen and other scholars as their studies progress. Because of the eminence of the scholars, it is our hope that the findings of the research staff will have considerable influence on future policies in various segments of our economy.

Summary and outlook! During the last few minutes I have tried to set before you a precise measurement of the postwar task which lies ahead. Now as to the prospects for attaining these new high levels of employment and productivity: It is the studied opinion of the Committee for Economic Development that an increase in productivity of from 30 to 45 per cent is attainable. All the tangible material factors essential to the attainment of the objectives will be present when peace comes. At the end of the war, speaking generally, our supply of raw materials will be ample and certain of those materials will be available in greatly increased volume over pre-war levels. Our plant facilities will be far greater than those of the pre-war period. We shall have

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a peak supply of skilled production and management workers. We shall face the necessity of rehabilitating and revitalizing our system of distribution; but this can be done. We shall have a pent-up demand for goods tremendous in volume. The volume of savings will be at record-breaking heights. In 1943, for example, individual savings exceeded \$35 billion as against an average of \$5 billion during the 1930's. By the end of 1943, savings in the hands of individuals were \$87.7 billion. The hundred billion mark will certainly be passed soon.

But there are also certain intangibles to be considered. We can miss the chance for a dynamic economy in which more people will have more if government, business, labor and agriculture fail to subordinate their group interests and to work together for the common good. We can miss that chance if, as a result of monopolistic practices or for other reasons, business fails to give markets the stimulus of better values. We miss that chance if labor continues unwarranted restrictions on output. We can miss that chance if, when victory comes, we, as a people, hesitate, show timidity and choose to proceed with caution. This must not happen. Unnecessary delay might lose the peace for us.

In the final analysis, the question of whether we achieve an economy of abundance depends on whether we have courage and faith in ourselves. And faith in ourselves must mean a large measure of faith in one another—a faith justified by our works. With such courage and faith we can make ourselves strong to conquer postwar enemy number one—UNEMPLOYMENT.

MIXED POLICY FOR POWER FIRMS

(Continued from page 248)

company undertakings to municipalities. A report issued by the Electrical Power Engineers' Association, an organization representing the technical staffs of the industry, goes even further in suggesting the complete reorganization of all sections of the industry under a National Electricity Supply Board, to be appointed by the Government. This board would purchase both company-owned and municipality-owned undertakings.

Finally, non-political opinion outside the industry holds that reorganization should be guided by technical and economic considerations, that is to say that the aim should be the provision of electricity as cheaply and as efficiently as it can be had for the given purposes.

SOLDIER-CIVILIAN RELATIONS IMPROVED

(Continued from page 252)

as the "poison pen" writers had figured. Typical is the reaction of *Stars and Stripes*, Army paper in London, to the exaggeration of strike news in the press.

"Bad news travels fast," the paper pointed out. "Labor strikes and lockouts are no exception, for in time of war such news is sometimes sensationalized."

"The loyalty of American labor, on the other hand, seldom makes the headlines, for in time of war such loyalty is often taken for granted regardless of circumstances."

Readers of *Stars and Stripes* were assured that organized workers "have kept their solemn pledge to produce the war goods you need without interruption."

"Strikes have been the exception, not the rule," the paper added. "Workmen and women at home have broken every production record in their all-out effort to provide weapons of war to fill every need."

Official government reports on the vast output of war supplies in this country, such as those published by the Senate Defense Investigating Committee, headed by Senator Harry S. Truman of Missouri, have also helped offset the falsehoods of the labor-baiters.

Truman's committee, in its most recent report summarizing the accomplishments of the nation's war workers, declared: "This astounding performance exceeds anything of its kind ever achieved in the history of the world!"

Moreover, even the War Department itself—largely as a result of prodding by organized labor—finally came around to the idea that the best way to boost the morale of the fighting men is to give them the facts about how workers on the home front are backing them up.

The Army has been publishing large "newsmaps," for posting in camps throughout the world, which carry messages assuring the boys in uniform that their "buddies" back home are "going to town" on the production front. One of these maps gave a glowing account of labor's role in breaking all records on output of planes, ships, guns, shells and other equipment, and added:

"This is the work of your sisters, brothers, mothers, fathers, sweethearts and friends. They are the home front workers. They want to get the war over in the shortest possible time. They want you home safe and whole."

"To do it they are turning out equipment at a rate never equalled in the history of any country. They are doing their share to win the war."

Besides, word has spread among the Yanks in uniform that unions are on the job to protect their reemployment and seniority rights for the time when they return to civil life; that unions, with insurance systems, have assumed liabilities running into millions of dollars to keep intact the full benefits of those members who have gone into service.

Also, it's hardly news any more to the men overseas that organized labor is leading the battle for legislation that will bring about orderly reconversion of industry from war to peace, and maximum production after the war, so as to assure jobs for all and the highest living standards this nation has ever known before.

Summing up the role of labor, the *Mid-Pacific*, in an editorial addressed to its "GI" readers, let it be known that "discharged war veterans can count on offers of help from labor unions."

"Collective bargaining contract stipulations state that veterans shall be restored to their former jobs without loss of seniority or other rights," the paper pointed out.

The *Mid-Pacific* also cites the fact that labor has been fighting for a real "GI Bill of Rights" to guarantee aid for veterans; for a program of "full employment" after the war; for a public works program to take up any slack in jobs, and for many other projects designed to create a better social order when peace finally comes.

"The fighting man realizes that the big job of defeating the enemy is still before him," the *Mid-Pacific* declared. "But he can go at it with greater vigor and determination knowing that the folks at home are keeping him supplied with the weapons of war and at the same time they are seeing to it that he returns to a world which will enable him to attain the ideals for which he is fighting."

LABOR IN AGE OF MANAGEMENT

(Continued from page 245)

democracy. It will be founded more firmly on the fundamental aspirations of people. Experience has indicated that scientific management in an individual plant that has been developed along lines of democracy is more enduring than

scientific management that has been autocratic in its development.

—H. S. Person.

* * *

In normal times, labor takes the position that the level of management is up to management—something as to which labor has no responsibility. Labor naturally takes this position because since the early days of the Industrial Revolution labor has been told in no uncertain tones that management is none of its business. But if an emergency should arise in this country where labor is asked in the national interest to throw overboard—even in part—the standards which have been set up for labor's protection, and largely through labor's own insistence, then naturally labor is going to demand that management tidy up quite a bit and make its own contribution in the common effort and the public welfare—a contribution that can be vastly more significant than any which labor can make.

Morris L. Cooke.

* * *

If this test be applied to collective bargaining on the railroads, the results must be regarded as highly successful. There has been no major strike since the shopmen's strike of 1922. In nine of the first 14 years after enactment of the Railway Labor Act there were no strikes at all. In each of three years, 1928, 1929 and 1936, there was one small strike. In 1937 there was one small strike, one that was somewhat more serious, and two minor stoppages. Another small strike occurred in 1940. Upon some nineteen occasions since 1926 existing disputes were sufficiently serious to warrant the appointment of emergency boards of investigation. With two exceptions, the recommendations of the boards were accepted by both sides and the disputes ended, although acceptance is in no sense mandatory.

This record of almost complete freedom from strife for nearly a score of years is all the more remarkable, in view of the number of employers and employees in the industry, the trying circumstances under which they have operated, and the experience of other industries during the same period. As the National Mediation Board points out, "... there has been no lack of disputes in the railroad industry. It differs from other industries only in that its disputes are amicably adjusted with the aid of agencies set up by the act."

The vital importance of the railroads in our national life makes their problems, and those of railroad employees, matters of national concern. Some of the basic causes of the conditions which have plagued the industry during the past two decades, and especially the past 10 years, are beyond the control of either management or employees. They are to be found in our lack of a comprehensive transportation policy, in the overdevelopment of facilities, in the technological and structural changes and in the loss of traffic. Part of the responsibility, however, must be shared by management and employees. Management has shown less initiative in meeting its problems than might reasonably have been expected. It has been too ready to call for higher rates as a way out. Somewhat belatedly, it has attempted to meet competition, with considerable success, by lighter, faster trains, and by various trucking and pick-up and delivery services, designed to attract and win back the patronage of passengers and shippers. And it has sought legislation which would place the railroads more nearly on a basis of competitive equality with other forms of transportation.

Harry D. Wolf.

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B-25—(Cont.)	626966 299 239541 239551 697811 698100 111525 111541 725519 725736 926623 926628 114764 115123 833319 833321 629353 629384 652505 652514 B-31—	45901 45566 B 47841 47845 216696 216750 B 723295 273400 984879 984909 B-32—	244569 390697 390734 B 754735 316877 316883 B-34—	324986 325064 734313 734321 993057 993098 837885 837975 72171 72192 B-37—	471 487 316808 316812 317043 317108 525742 526057 B 532521 533032 B 535429 853454 861421 861441 B 71984 371990 721445 721462 834539 834912 184392 184393 587475 587494 916539 916553 B-43—	119631 132751 132847 569975 570009 813788 813792 5025 5145 5280 5409 B 398149 398151 B 398373 398375 403261 405220 B 475298 475301 47458 47479 196365 196380 776681 776190 932603 932833 956043 956250 556691 961479 961501 961913 962251 962501 963001 963430 B 706760 707126 B 708001 708060 B 711045 711110 B 714128 714129 790931 791250 813707 814157 906471 906750 967501 967601 973632 973638 975751 976018 976501 976770 978001 978215 983357 983378 990610 990665 7—	484698 12751 12800 241742 241758 242019 242025 512860 512867 626074 626087 738120 738124 738743 738820 991276 991287 877916 878107 950571 950577 792018 792085 B 761933 761934 B 133453 11351 41540 94124 94151 209910 209960 913776 913970 B-16—	4536 4836 5251 5431 139478 139500 141001 141132 B 564751 564755 B 803251 803265 858555 858750 859004 859469 B-17—	35891 36000 R 131210 131213 653121 653126 B 722251 722263 B-18—	77540 77583 B 406950 407172 B 511002 511768 676942 678004 765140 765155 290151 290248 746099 746744 87041 88054 B-23—	247741 247742 127501 127605 B 669441 669450 B 247743 247749 B 610501 610696 697418 697500 780856 780858 857251 858000 B-25—	168111 168290 L. 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B-25—(Cont.)	626966 299 239541 239551 697811 698100 111525 111541 725519 725736 926623 926628 114764 115123 833319 833321 629353 629384 652505 652514 B-31—	45901 45566 B 47841 47845 216696 216750 B 723295 273400 984879 984909 B-32—	244569 390697 390734 B 754735 316877 316883 B-34—	324986 325064 734313 734321 993057 993098 837885 837975 72171 72192 B-37—	471 487 316808 316812 317043 317108 525742 526057 B 532521 533032 B 535429 853454 861421 861441 B 71984 371990 721445 721462 834539 834912 184392 184393 587475 587494 916539 916553 B-43—	119631 132751 132847 569975 570009 813788 813792 5025 5145 5280 5409 B 398149 398151 B 398373 398375 403261 405220 B 475298 475301 47458 47479 196365 196380 776681 776190 932603 932833 956043 956250 556691 961479 961501 961913 962251 962501 963001 963430 B 706760 707126 B 708001 708060 B 711045 711110 B 714128 714129 790931 791250 813707 814157 906471 906750 967501 967601 973632 973638 975751 976018 976501 976770 978001 978215 983357 983378 990610 990665 7—	484698 12751 12800 241742 241758 242019 24
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B-905—(Cont.)</p> <p>440886 B 642149 642229 737070 737089 721192 721151</p> <p>B-907—</p> <p>B 258805 258808 636783 636795 B 911638 911677 118680 118690 788565 788566 B-909— 936785 936832 B 234889 234892 B 236112 236111 707301 707115 729008 729104 B-911— 82355 82436</p> <p>B-912—</p> <p>B 454205 454207 566288 886611 580680 731822 731855 B-915— B 91921 91925 721288 721289 24716 24719 B-916— B 589294 589301 118256 118277 949— 253842 253848 920— 810558 810603</p> <p>B-921—</p> <p>B 497412 497421 B 646829 646846 83137 83142 449890 449909 924— 343935 343941 B-925— B 288135 288163 307603 B 365447 365450</p> <p>B-926—</p> <p>B 243201 243210 495462 495487</p> <p>B-927—</p> <p>B 439491 439500 B 603921 603982 B 624001 624433 928— 183608 183611 195132 195137 B-929— 251093 251011 B 370147 370210 B 416441 416445 932— 757059 757080 484036 484038 933— 533511 533540 577536</p> <p>B-934— 808333 808335 926380 926548 B-935— 115841 115851 B 280940 280956</p> <p>B-936— 324888 744192 744234 84152 84154 937— 172762 172790</p> <p>B-938—</p> <p>B 239795 239853 312852 312871 B 391604 939— 782359 782367 940— 699582 699627 B-941— 127256 127257 421602 421625 B-943— 432705 432707 802520 802551</p> <p>B-945—</p> <p>B 262881 262881 B 19073 19105 B-946— 112351 112366 473408 473415 118005 618019</p> <p>B-947—</p> <p>B 192415 192451 B 330664 846093 846101 948— 733206 733229 779545 779667 B-949— B 4256 4500 9080 9092 110353 110354 504537 504750 555041 555109 B 714001 714182 B-950— 743703 743704 775391 775437</p> <p>B-951—</p> <p>B 270682 345392 345396 B 448801 448802 B 679019 679050 B-952— 179213 179250 437260 437267 563750 563755 491267 491284 739266 739213 995251 995308 B-953— 689929 689981 B 696001 696005 956061 956076 B-954— 129035 129064 B 218606 218611 956— 716161 716165</p> <p>B-957—</p> <p>B 263122 263129 B 417629 417633 732128 732142 B-958— B 447114 447121 152772 172848 B 309777 309778 729203 729231</p> <p>B-963—</p> <p>B 289217 B 290685 290690 518083 518105 B-964— 321878 321923 B-965— 116107 116132 B 117348 117356 B 118356 118372 B 118621 118624 B 129658 129678 B 121410 121426 B 122110 122140 B 124113 124126 B 125174 125194 B 125755 125769 B 126465 126474</p>	<p>L. 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B-965—(Cont.)</p> <p>B 127269 127280 B 127946 127957 B 128904 128915 B 129623 129643 B 129572 129574 17186 761903 761905 762486 762929 762931 763840 763846 763481 763486 764189 764192 764408 764410 810804 810811 812124 812137 812490 812507 813236 813251 815698 815708 B 900286 900212 B 904954 904981 B 905412 905437 B 906063 906077 B-966— 574721 574780 B-969—</p> <p>B 360907 360923 378264 378229 B-971— B 91699 91636 B 433750 B 433755 720913 720917 607956 607961</p> <p>B-972—</p> <p>B 212055 212063 715043 715060 B-975— 224 242 B-978— B 81508 81552 441360 441361 708753 708779 B-979— 27076 27091 B 276744</p> <p>B-980—</p> <p>B 347715 347915 P 413471 432597 B 603921 603982 B-981— 388591 388547 290706 390750 B 727574 727577 B-982— 118180 118214 278233 514927 515005</p> <p>B-984—</p> <p>B 263789 263840 B 443441 443334 B-985—</p> <p>B 178149 184151 455395 455435 581098 B-986— B 90777 90795 B-987—</p> <p>B 156949 157045 B 629251 629436 B 630001 630007 B 635444 636000 B-988— B 246088 246091 B-989— B 266697 266700 B 669999 669935 B 731905 731814 B-993— 976167 976259 B-994— B 196956 197001 123301 123179 123810 123900 208654 208666 B-997— B 331305 519551 519545 519551</p> <p>B-998—</p> <p>B 266776 266837 B 300213 B-1000— B 540890 540907 B 568333 568500 B 767251 767325 B-1001— B 438731 438740 B 1004— 368975 368988 B-1005— 496446 496457 B 615817 616342 B-1006— B 302240 302250 B 637501 637670 B-1007— B 265678 265688 B 592824 592911 B-1008— 256698 256705 B 353310 353313 B-1009— B 548857 548911 B 290161 290166 650415 650488 953906 953909 B-1010— B 527133 527229 B 618001 618375 B 644207 645750 B-1011— B 75810 75816 352821 352822 B-1012— B 76114 76119 147093 147094 B 401170 401177 873721 873850 B-1014— B 392736 392737 B 630810 630860 B-1015— B 271709 271762 B 90069 90087 946577 946597 1017— 97029 97037 770572 B-1019— B 76927 76940 55905 55937 B-1023— 465001 465002 1024— 82790 82797 518523 518603 B-1026— B 658572 658605</p>	<p>L. 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(Continued from page 254)

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